

Local Government SERVICE

AGENDA FOR CONFERENCE

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THREEPENCE

CONFERENCE PROSPECT

MORE than once in the past, when reviewing the Conference agenda, we have noted what appeared to us to be an unduly centred and unprogressive attitude on the part of NALGO branches and districts, an unwelcome concern with domestic issues, an unwillingness to commit the Association even to express an opinion upon wider matters of national concern upon which the Association and its members ought to be able to make a useful contribution. No doubt that is inevitable at a time when domestic problems—inadequate salaries, inequitable conditions of service, great variations as between local authority and another, and the incompleteness and lack of authority of the Whitley Council system—enforced concentration upon "bread and butter" to the exclusion of all other concerns. This year, however, the optimism falls. Notwithstanding the absence of only one-third of its younger and presumably bolder and more progressive members in the past, the Association has prepared for the Conference table as stimulating a menu as in its history. No NALGO warrior, reading this month's journal in Italy, at a fashion assembly point, or on the high seas, will be able to say that the "Old Guard" has let him down.

Affiliation—A Clear Issue

The liveliest topic, no doubt, will again be affiliation to the T.U.C. This time the issue should be clearer. On the one side the N.E.C., acting itself on the views expressed by districts and branches on the instructions of last year's Conference, comes out strongly for postponement of a decision until the war is over. On the other side, two district committees and four branches call for immediate affiliation. It is our hope that the debate will be equally fair and direct, undiverted by any of the hints and hidden motives, unspoken arguments, and other red herrings which have confused discussion in the past. To ensure the free and frank discussion which is so desirable, would not be wise for Conference to hold the debate in private? The subject is a delicate one and both sides may have points to make which they might hesitate to bring out in public if they might damage the Association in its relations, now close and cordial, with both the T.U.C. and the associations of local authorities. In principle we are strongly opposed to secrecy, believing that democracy can flourish only in the full light of publicity. But we do recognise that there are occasions when publicity may do more harm than good, especially if it is likely to interfere with that full revelation of facts and exchange of opinion upon which a right decision should be based. This may be such an occasion. We do not know, but we suggest that it would be well for delegates to consider the point.

Arising out of the affiliation debate comes the attempt to define what part a ballot should play in the constitution of the Association. This should certainly be cleared up to avoid

any repetition of last year's fiasco when Conference, having taken a ballot, discovered, to the surprise of many delegates, that the result in no way relieved it of the responsibility for its decisions.

On this point, one district committee and

will be able to attend branch meetings?), and to welcome "a more effectively organised system of local government units." The motion on Service pay, to which Barnsley adds its voice, will be specially valuable, since it will help NALGO to evade the charge of selfishness on this issue, of being satisfied so long as it can get the pay of its own members in the Forces supplemented and indifferent to the fate of the rest. In its reconstruction motion, Glasgow, one fancies, has sought safety in vagueness; remembering, perhaps, the storm last year over the report of the Reconstruction Committee, it has avoided precise definition of what it means, thus leaving it open to delegates to fill in the details to their own satisfaction.

The recent outburst of alarm over the activities and intentions of the Whitehall octopus is reflected in a bunch of motions all condemning encroachment and upholding the sanctity of local control over local affairs. Whatever differences there may be among NALGO members about the details of the picture of local government to come, it is clear that all agree upon the frame: no gilded bureaucracy there, but the plain, unpolished, democratic oak.

NALGO M.P.s Next?

Nor is there likely to be any difference of opinion over the Kent and Gillingham motion for the assimilation of the local government with the Parliamentary franchise. It would be difficult to find anyone to-day to argue that the return of a soldier forced—as many will say—to live in unfinished rooms until he can find a home should continue to be deprived of a voice in his local affairs.

There should be general sympathy, too, for Fulham's move to secure more openings in local government for the non-infectious victims of tuberculosis. Some, possibly, may question the accuracy of that "non-infectious" and be fearful in consequence, but no doubt the motion's sponsors will have marshalled their medical evidence and be prepared with necessary safeguards.

More controversial may be the Wolverhampton suggestion that the Association should assist any member or officer seeking election to Parliament, irrespective of his party tie. Does this foreshadow a great rush of NALGO members to Westminster? And what if several candidates of different colours all put up for the same constituency, each calling for the Association coupon—or at least its cash—and the votes of their fellow-members? The possibilities are manifold and entertaining—though if the plan were to result in an improvement in Conference oratory the money would be well spent.

On the domestic side, the liveliest debate after affiliation may well be provoked by the N.E.C. motion for a 20 per cent flat rate increase in Association subscriptions. Being members of an acquisitive society, nothing arouses our passions so keenly as an attempt

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three branches seek to introduce the principle of the ballot as part of the machinery for determining NALGO policy, while the N.E.C. opposes, on the ground that to do so would rob Conference of its present authority as the sole arbiter of the Association's destiny. This should provide an interesting debate. The referendum, while theoretically the most democratic of all determinants of policy, has been rejected by the majority of democratic nations and organisations, mainly, no doubt, for the reason that Demos is an unreliable animal, liable to be swayed by emotion rather than by reason and rarely in possession of all the facts upon which judgment should be based; in this connection the fondness of Hitler for the plebiscite (and his success with it) is significant. On the other side, it may be argued that a Conference is only Demos writ small, possessing all his faults without some of his virtues.

National Problems

Apart from these two major domestic issues, Conference is to be asked to consider more matters of national moment than ever before. Taking the lead in this movement, Glasgow will invite it once again to spur the Government into action over the Beveridge report (let us hope this will not need to become another hardy annual); to press for better Service pay and allowances; to secure that only fully qualified nurses are employed in municipal hospitals, to demand more nurseries and crèches (so that more Glasgow members

upon our pockets, and in this respect a NALGO Conference is as suspicious of a rise in the rates as is the average local councillor. Nevertheless, we think that the Annual Report, with its magnificent record of achievement—including the reconstitution of the National Whitley Council, the many successes before the National Arbitration Tribunal, the contributions made by the Association to the securing of "Pay as You Earn" and higher pensions, a higher cost-of-living bonus, the fight to maintain the democratic status of local government, the victories won in the courts, and the improvement of salary and grading schemes in many areas—amply justifies the proposed increase; it can be fairly claimed, indeed, that NALGO to-day is putting into the pockets of its members far more in hard cash, quite apart from services, than it is proposing to take out.

But it is still not doing enough, nor anything like as much as it could. The demands are heavy to-day; after the war they will be heavier still. Great expansion is essential in organisation and in the salaries and service conditions campaign; we may well have to fight a new move to depress salaries; the education department will be called on to train or retrain the men and women back from the Forces; a great development of public relations is essential; the holiday centres will have to be re-equipped and possibly additional facilities provided. NALGO can be of incalculable benefit to its members. It can and will deliver the goods—but the members must give it the tools. The case for higher subscriptions, it seems to us, is unanswerable (though it will, we have no doubt, be pungently answered!).

A Square Deal for Warriors

Members on war service in the Forces and in industry will welcome the interest in their welfare shown in the motions seeking respectively to ensure their regrading on their return, to provide them with refresher courses, and to secure that all shall get a square deal. Demobilisation is certain to present many difficult problems. Here is another reason to justify the higher income necessary to build up an adequate and fully efficient organisation.

No less important is the necessity—to which we drew attention here in commenting on the Finsbury case—for the maintenance in some form after the war of an impartial tribunal to which all disputes between a local authority and its officers might be referred. Several branches emphasize this need, and we are confident that the N.E.C., which has made the fullest use of the existing machinery, will share their views and be ready to do all in its power to secure their fulfilment.

Agreement is likely also on the Yorkshire and Bridlington call for pressure to induce all local authorities to take their place in the revised structure of Whitleyism—though such pressure may not be needed. When they find, as we believe they will, that Whitley Council decisions, thanks to the Conditions of Employment and National Arbitration Order, are in fact binding upon them, local authorities are likely, without any prodding from outside, to see for themselves the desirability of having a voice in the decisions reached.

Women's Equality Omnibus

Women, surprisingly—in view of the great impetus they have given to their activities in the past year—are content, apart from the Glasgow motion on qualified nurses already mentioned, with a single item—also moved by Glasgow (has no other branch any women members?). But perhaps, since this is an omnibus, calling for a united front with teachers and civil servants to fight for equal pay, equal opportunity, and removal of the marriage bar, they think it enough for one Conference.

Of the rest, Haslingden comes forward again with the plea for a compulsory uniform standard of salaries and conditions which it forgot to move last year; Reading and district seeks a standard bonus for all public servants; Barnsley puts forward a part-time training scheme for juniors; Gateshead makes the interesting suggestion of regional conferences to prepare the ground for the annual one; and Manchester offers the terrifying prospect of a compulsory past-and-plans test for all candidates for N.E.C. honours. This last, frankly, terrifies us. One election address is bad enough; the thought of a score or more at a sitting is a nightmare!

NALGO's War Memorial

There is one more motion to be noted—Sheffield's timely suggestion that NALGO should be giving some thought to the form and scale of a permanent memorial to those of its members who have fallen, or are, alas, yet to fall, in the war. This, we have no doubt, will be agreed unanimously. The local government service is rightly proud of its record in this war, and those of its sons and daughters who have given their lives for the ideals for which it stands are deserving of the finest memorial it can offer—something that will carry on their work and perpetuate their memory in the lives of those who follow them. We hope that, in discussing this, delegates will not be content simply to agree, but will submit constructive and imaginative proposals. Few war memorials are really worthy of those they commemorate. Let NALGO's be one of the few.

Yes, it is a lively, thoughtful, and constructive agenda. But the agenda alone will not guarantee the success of Conference. That will depend, as always, primarily upon the delegates—and they, one must admit, have not shown up too well in recent years. But if those who speak will resolve to do so clearly, simply, with conviction, and to the point, and if those who listen will resolve to do so with intelligence and patience, they will, we are sure, find that their journey this year was really necessary.

Welcome to "Civvy Street"

WHILE Conference is to consider the rehabilitation, reinstatement, and re-training of men discharged from the Forces, Durham County Council has got in first with a comprehensive scheme which deserves close study by all NALGO branches.

Opening with the statement that the pensions and allowances granted by the Government to county council employees discharged from the Forces on medical grounds will, in general, be much lower than their civil pay, the report puts forward four propositions:

1. It is the duty of the Government to secure that no hardship shall be suffered by men and women who have become unfit in the service of their country; but experience suggests that the Government will not adequately fulfil this duty;
2. In these circumstances, there is a strong moral obligation on the employer to make good or mitigate the loss to which the discharged employees will be subjected;
3. Wherever necessary, the council should train discharged employees and, where they are unable to do their former work, should provide alternative work that they can do; and;
4. The council should endeavour to secure that any interval between discharge from war service and resumption of employment or retirement on superannuation where employment is not possible should be reckonable for superannuation purposes.

On the basis of these considerations, the memorandum recommends special regulations, of which the following are the most important:

1. An employee discharged from the Forces

as unfit to be granted leave of absence for twelve months or until he is fit to return to duty, whichever is the shorter period, being paid the full difference between his civil salary and any pensions, allowances, etc., to which he is entitled, for the first six months; and half the difference for the second six months;

2. If the disability extends beyond twelve months, leave of absence without salary shall be granted for a further period of not more than twelve months;
3. Where medical evidence shows that an employee cannot resume his former work but could undertake other duties under the council, the council shall, where possible, train him for those alternative duties;
4. If, after two years from discharge from the Forces, an employee is still unable to work, but medical evidence shows that he might eventually be fit to do so, the appropriate committee shall obtain a medical report and make a recommendation to the salaries committee.
5. Where an employee is permanently unable to resume either his former job or an alternative one, the provisions of the Superannuation Acts shall be applied, and in calculating his pension regard shall be had to service between the date of his discharge from the Forces and the date of his retirement from the service of the council.
6. An employee who undertakes training for alternative duties shall be paid allowances in accordance with (1) above, the period of the allowances being reckoned from the date at which he begins training.

Subject to the sanction of the Ministry of Health, this scheme will take effect from January 1, 1944. The above is a summary only, but branches interested may obtain copies of the complete regulations on application to Headquarters.

Walsall's Fifty-Year Plan

AT a time when many local authorities are still only beginning to consider their post-war rebuilding plans, Walsall has gone a good stage further and has published, in an attractive and ably-produced booklet, a complete town-planning scheme for the borough. Looking fifty years ahead, the plan—which is largely the work of Mr. M. E. Habershon, borough engineer surveyor, and the public works committee—provides for the zoning of agricultural, industrial, business and residential areas, open spaces, the solution of both through and local traffic problems, and the general layout of buildings in the central area of the town, including a Civic Centre.

It would, of course, be presumptuous on our part, lacking knowledge of the town, to attempt to assess the virtues of the plan, but it does give the impression of a workmanlike scheme. Following the example of the L.C.C., the corporation has submitted the plan in preliminary form only for public consideration and criticism, and it is to be hoped that it will arouse in the citizens of Walsall a keen and constructive interest in its future development. Public interest in the future Britain is livelier today than it has ever been. Local authorities should make full use of this interest, sharing their plans with the citizens, not preparing them in secret, and thus convincing the ratepayer that local government is his government, run by him as well as for or in spite of him.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered opinion of the Association.

THREE DOCTORS DISCUSS HEALTH PLAN 63

Open this month what we hope will prove a constructive debate on the Government's proposals for a National Health Service, we have invited three experts—a medical officer of health, the medical superintendent of a municipal hospital, and a consulting physician in private practice—to give us their views on the White Paper. It will, of course, be understood that each article expresses personal opinions only and not necessarily those of any local authority or organisation with which the writer is associated. The debate is now open, and we invite all members with a useful contribution to make on what may well prove to be the biggest challenge ever presented to local government, and the service's greatest opportunity to come forward with it.

From a Medical Officer of Health

Big Possibilities—But Not Yet A Real Health Service

CYRIL BANKS, M.D., D.P.H., Medical Officer of Health, City of Nottingham; ex-President, Society of Medical Officers of Health.

THE White Paper must be viewed in relation to the background of reports and suggestions which have been prepared in recent years by such bodies as those mentioned in Appendix B. The Government appears to have accepted broad principles common to these publications, and to have dealt discreetly with some suggestions which, if persisted in at the moment, might arouse so much opposition as to impede progress towards the main objectives. Thus, the creation of area authorities, the pooling of hospitals and the planning of other hospital services is not new; the same may be said of health-centre practice in the case of general practitioners; what we have waited for and what we now have, is the Government's proposal as to how these things are to be brought about.

We have also waited to see what proposals would come in relation to subjects on which there has been no unanimity, such as a whole-time salaried medical service. Some, who favoured the latter, may be disappointed, but they may at the same time agree that the Government is wise in not putting upon the medical profession a compulsion in respect of any form of contract which, at the moment, could certainly not be acclaimed by the medical profession with unanimity, to put it mildly.

Whether the Government's plan of forming joint area authorities is the best, is a matter on which the associations of county borough and county councils will have much to say; it will have to be looked at in relation to other local government arrangements, and it may be wise not to fix one's opinions before hearing arguments from several quarters.

However this may ultimately be settled, there can be no doubt of the necessity of some form of pooling of hospitals over fairly wide areas, and a system of planning for the best use of hospitals and consultants, for the reasons briefly explained in the White Paper.

Infectious Disease Control

Accepting this broad principle as necessary for the development of the curative services, we must look carefully at the details of the Government's proposals, having regard to the effect upon the services which will still remain the liability of the counties and county boroughs. How, for instance, will the control of infectious disease be affected by these changes? The proposal is that isolation hospitals shall be taken over by the joint area authorities. The advantage of this lies in the relief that no joint authority will long permit the existence of some of the tiny and scandalously inefficient fever hospitals which are still to be found. Not all small hospitals are inefficient; some are well conducted, but many cannot provide modern specialised treatment

(and the treatment of some infectious disorders is now highly specialised). The words "scandalously inefficient," as applicable to some, are used deliberately. Then again, many efficient fever hospitals of only moderate size would be

THE PLAN IN BRIEF

The Health Plan aims to provide complete medical and health services for every citizen wishing to use them, without direct charge. It will do this through:

The Family Doctor, working individually from his consulting room, in a group practice, or in a health centre;

The Clinic, administered by the county or county borough council for the area;

The Municipal Hospital, administered by county and county borough councils, combined where necessary into joint authorities;

The Voluntary Hospital, participating as an autonomous agency though required to observe the area plan;

The Consultant, available to all, whether in hospital, clinic, health centre, or private home;

Home Nurses, Health Visitors, Midwives, provided by the local authority for the area.

The Minister of Health is responsible for the service as a whole. He will be assisted by an advisory Central Health Services Council composed mainly of professional experts, and a Central Medical Board which will "employ" doctors in the service.

County and county borough councils, combined into joint authorities where necessary, will be responsible for local administration. They will be assisted by an advisory Local Health Services Council composed mainly of professional experts.

Both patient and doctor will be free to use or to remain outside the service as they wish.

The cost (estimated at £132,000,000 a year for England and Wales, and £15,800,000 for Scotland) will be shared between taxes, rates, and, possibly, a social insurance contribution as visualised in the Beveridge Report.

much better units if they were extended for the use of larger areas. This, no doubt, will ensue.

A point one would like to hear discussed is whether the local medical officer of health will in future be as well equipped for combating infectious disease if his fever hospital is no longer his own, and if he can in future enter it only by permission. He will lose his opportunities of remaining clinically in touch with

infectious disease with all its vagaries, and may no longer remain an expert diagnostician.

His present function as a consultant in difficult cases in his town will have to be handed over to the fever hospital physicians. But he will still have to deal with epidemics, and in this work it has been found useful to have intimate touch with the fever hospital in such matters as revised diagnosis after admission, type of disease, and also in the collection of information from patients themselves as to their movements and other matters. There is a risk that notifications will become bits of paper instead of vividly representing to him human beings who are parts of the living epidemiological jigsaw puzzle which he has to put together. Let this be discussed so that we may decide where the balance of advantage lies. Or need it be discussed after all? For the third paragraph on page 40 suggests that the control of epidemics will in time pass to laboratory workers, presumably working in association with the fever hospital consultants. So perhaps the medical officer of health, who up to now has been the worker in the field, placing high value on the help given by his colleagues in the laboratory, will in time find that he is no longer the Sherlock Holmes of these investigations!

Prevention of Tuberculosis

The proposed passing of the tuberculosis service to the new joint authorities, comes as a shock. That the tuberculosis officer must rank as a consulting physician, working in close touch with the hospitals and sanatoria, goes without saying. But when I was a tuberculosis officer, I looked upon myself as primarily a worker in the field, a campaigner, a follow-up of contacts in the homes and work-places, a lecturer and teacher, and the first lieutenant of the medical officer of health in the battle for better environmental conditions.

Will the medical officer of health have much opportunity of interesting himself in the prevention of tuberculosis if his function is chiefly that of forwarding notifications to a tuberculosis officer who is no longer his departmental colleague? Experience, many years ago, as medical officer of health of a municipal borough in which the tuberculosis work was performed by county officials whom I rarely saw, prompts me to give an emphatic negative. The point which calls for discussion is embodied in the statement on page 40 that: "The physician in charge needs particularly to concern himself also with the social and home conditions of his patients." Will this be as well done by an officer of the joint area authority as it is now by a tuberculosis officer who, for the purposes of tuberculosis, is on the staff of the medical officer of health of a county borough?

The transfer of venereal disease clinics to the area authorities would not be a matter for comment were it not that recently there has been a noticeable tendency for venereal diseases officers to concern themselves helpfully with the sociological implications of these diseases and to take part in lecturing and publicity campaigns with valuable effect. Will there in future be the same co-operation between them and medical officers of health, or will the latter be made to feel that they have no longer a right to a direct interest in venereal disease work?

Apparently, the school medical service will continue to function on its present lines, conducting both medical inspection and treatment, until "the new health service" is fully organized. After that, the school medical officer will have nothing to do with treatment, but only with inspections and the study of school life and activities in relation to health.

This reads like a neat and tidy administrative scheme, but already people are asking whether the abbreviated school medical service of the future is likely to offer an attractive career to the talented men and women who are needed if this important branch of the health services is to function efficiently. A reassuring answer cannot be given.

Discussions on such questions as the above will be taking place from now on in the hope that the consequent legislation will provide a medical service of workable pattern. The guiding principle of such discussions must be the provision of the best for the people. It is not contrary to conformity with this principle that readers of LOCAL GOVERNMENT SERVICE should find their minds running forward to the question of staffing. Just how will their experience as administrative officers be made use of in the new pattern of things?

Local Authority's Part

Members of health committees of counties and county boroughs, when they have despatched their representatives to the meetings of the joint area authorities, will sit back and wonder what they will have left to do. There will be, of course, environmental conditions to perfect, slum clearance, and the like; also work on milk and other foods, though even some of these duties seem to be passing into the hands of national rather than local bodies.

Maternal and infant welfare will call for even more energetic efforts than in the past. The suggestion that a full home-nursing service must be provided is welcome, in view of the possible failure of voluntary organisations to maintain their finances in the coming years. Local experiments with health centres from which practitioners will conduct general practice, working in close fellowship with their colleagues in the established health services, are sure to provide administrative responsibilities at once interesting and difficult. (The practitioners themselves will be happy to find that their own work will not be under local control; they will look for guidance to a Central Medical Board.) So there will be some of the old work and some that is new. But the work of, say, medical officers of health of county boroughs and county councils will be vastly changed, for so many of the administrative responsibilities which they have shouldered throughout their careers will pass away from them.

Administrators Needed

The broad outlines of the White Paper cannot include details as to how the joint area authorities will set about their functions. Obviously, administrative staffs will have to be created, and no doubt many of these officials will be drawn from existing local government organisations. Indeed, who understands the administrative machinery better than the clerks, treasurers, engineers, and medical officers at present so engaged? Medical officers of health, for instance, on the one hand, will expect that their duties may be greatly curtailed and will certainly be altered; on the other hand, they will have reasonable cause to expect the new joint area authorities to employ medical administrators. Such are to be found in their own ranks—men who have throughout their careers managed fever hospitals, sanatoria, tuberculosis and venereal disease services, and who, since the passing of the Local Government Act of 1929, have been helping to change the poor law infirmaries into great general hospitals, taking all classes of acute as well as chronic sufferers.

The future, then, will offer opportunities for useful careers in the service of the new authorities, while those who remain with the existing authorities, by preference or by force of circumstance, are expected to find outlets for fresh endeavour in the "social medicine and the

medical organisation of public health" referred to in the last paragraph of page 41.

A common and justifiable criticism of the document is that the paragraph mentioned is too short; it might well have been amplified. The whole question of environmental hygiene and the so-called "social medicine" is dealt with too scantily in a publication published under the title: "A National Health Service."

So much has been said recently about the achievement of something described as "positive health" that it is disappointing to find the main theme of the paper to be the development and re-organisation of curative services. It is not to belittle the importance of the latter, to express bitter disappointment at the absence of a more stirring call towards, and a more

From a Consulting Surgeon

Central and Local Control Would Retard Medical Progress

By R. BROOMHEAD, F.R.C.S., Orthopaedic Surgeon, The General Infirmary at Leeds; Consulting Orthopaedic Surgeon, St. James' Hospital Leeds.

This image's head was of gold, his breast and arms of silver, his belly and his thighs of brass. His legs of iron, his feet part of iron part of clay.—DANIEL 2, v. 32, 33.

THE aims of the White Paper will be agreed; the methods of attaining them will be disputed.

The approach is political, not medical, and there is a thinly veiled attempt to charge local authorities with the nation's medical services; the medical profession and the voluntary hospitals being obvious victims of "the squeeze." Though considerable lip-service is paid to freedom, almost every page abounds with restrictions and controls of local authorities, hospitals, or doctors.

The scheme is not comprehensive. An attempt to explain "comprehensive" proves, apparently to its author's satisfaction, that the term means the exclusion of what others are unwilling to give, namely the industrial and the school medical services. The non-inclusion of industrial medicine is because the Minister of Labour and National Service is determined to keep it in his own department; the reason is not a medical one. Medically, it is as important to incorporate industrial medicine as it is mental health; and to the nation it is more important because, without proper integration of hospital and factory medicine, the organisation for rehabilitation cannot be complete. Similar arguments apply to the elimination of the school medical service, which continues the unsound division of responsibility which ushers in one doctor when the child is well and another when it is ill. To quote my colleague, Professor Vining: "The stimulus to continued interest and clinical acumen is absent when the care of the 'ill' children is separated from the care of the 'well' ones. In like manner, the doctor who handles the child only when 'ill' is cut off from those important problems related to nutrition, infant feeding, and child health."

A False Assumption

The paper is based on a false understanding of "democratic control." It insinuates that only the popularly elected are capable of using money to the public advantage. If that be so, why is every possible control suggested to make their every important action subject to the Minister? The answer to this false assumption is found in the history of British charities. For generations, men and women have subscribed to British charities because of the confidence they have inspired. If public confidence had been lacking, there would have been no charities; but they have flourished as in no other country, and not least among them have

detailed programmes of, a campaign for the prevention of disease and the acquirement of a state of physical efficiency which has been denied to so many in recent generations.

Criticism, however, must be generous. The White Paper has been published for discussion; it contains possibilities for infinite good; let it be discussed in a spirit of helpfulness so that the resulting legislation may give to the people the best that the scientific study of the human body and mind, in health and in disease, can provide.

Up to the present this has not been given, now is the opportunity; but the scheme we need is one for a National Health Service; the White Paper has only offered us a National Medical Service.

been the voluntary hospitals. The success of the charities refutes the assertion that public money must be spent by the locally elected.

Perhaps the greatest error is the conception of the administration. On page 6, the medical services are likened to the "safe water supply and good highways" administered by local authorities. The brilliant mind that produced that pearl of wisdom must indeed be proud. Is medicine a commodity to be so dispensed? Can the health of the people come out of a tap or be delivered by a van?

Defects of Local Administration

1. Although the paper suggests joint local authority boards, members will continue to be councillors whose outlook is limited by local authority boundaries—one of the present curses of municipal medicine.

2. Popularly elected representatives have a short and varied political life. They are exposed to a triennial election, and whilst they are on the council their party may be in and out of office. Many change their committees annually, so that only a few have long experience on a health committee. They have, therefore, little time to learn so difficult an accomplishment as that of organising a medical service. These changes, together with those of Parliament, re-elected every four or five years, often with change of government, and, even without it, change of Minister, sometimes promoted, occasionally referred to the back benches, would break the continuity so necessary to progressive medicine.

3. Councillors are not elected for their special knowledge of medical administration. The public expects doctors to specialise because medicine is so complex. Surely those who are to supervise the health services should specialise also. That local authorities should be represented in medical organisation no one will deny, but to expect their members to take charge of so intricate a problem because they wear a particular party tie is asking too much.

4. Municipal work is essentially administrative: medicine is essentially personal. It cannot be too strongly emphasised that the practice of medicine is a spiritual activity. The "commodity" view of medical services, like that of education, must be avoided. The first requisite is to examine the patient's needs; the second is to provide the machinery for attaining them. Local authority administration would inevitably reverse the process.

5. The one-man-system by which municipal health committees obtain advice is unsound. A medical officer of health is expected to, and in order to keep up his prestige, does, express

authoritative opinion on each medical question before his committee. He is regarded as the All-knowing, and the suggestion of giving him sphere even larger would only aggravate the position.

The paper says that "the record of local authorities in respect of health services would justify their elimination." No one wishes to do that; but it must be pointed out that local authorities have had the power to compete with voluntary hospitals and to provide hospitals of their own since 1875. How many have availed themselves of the opportunity in recent years? And even since 1929, few authorities have been energetic, whilst some have done nothing.

Politicians in the Saddle

The main fact emerging from a survey of the suggested administration is that the only person of importance will be the politician and the official—not quite what Mr. Churchill led the country to expect in his "Domestic Policy" broadcast.

There are two suggested systems, one for practitioners and one for hospitals and clinics. The systems have little contact save through the Minister, though the local authority will be in charge of its health centres, their building and equipment, and therefore, although the health clinic doctor is to be paid by a Central Medical Board he will, in effect, be employed by a local authority which will no doubt extend its activities until most general practitioners, even if indirectly, are under its control.

2. The spectacle of two or more local authorities co-operating is presented. I wonder whoever suggested this has seen two local authorities "co-operating" in committee. It is an interesting sight, which would be funny if it were not too tragic for doctors and public. Medical problems become secondary to the struggle for power, and the net result would be control of the joint committee by its chairman or the medical officer of health, whoever had the stronger personality.

3. The ever-present central control is a most dangerous feature. It would mean delay after delay in order to produce uniformity. Uniformity means weakness, not strength. What is required is organised decentralisation. The suggested central control would reproduce the rigidity of a civil service.

Financial suggestions are vague, but one is led to infer that money will be obtained from both rates and taxes (sub-para. (a) p. 15). Why? Collection on a national basis would avoid many difficulties. Whatever the medical fees, they will not be equally rich, and the efficiency of the service in an area should not depend on its rateable value.

How It Would Work

What would happen if the Paper became law? Briefly this:

Stage 1. The smaller voluntary hospitals would be absorbed, and, together with municipal hospitals and clinics, would provide a service comparable to the elementary and secondary school systems. The larger voluntary hospitals and certain special hospitals would continue for a time, providing a more plastic and virile service.

Stage 2. Only university teaching hospitals would be free; the rest would be owned by the State.

Many of the best specialists would remain outside the State service to cater in private clinics for those who wanted personal treatment. There would thus be State and private specialists having little or no contact, and the total of medical skill and knowledge would be, at as present, be at the service of the nation.

General practitioners would gradually become part of the State system until only a small percentage had private practice.

It may be fairly said that so far the critic

(Continued in next column)

Some Faults—Yet a Great Chance to Build a Finer Service

By H. H. MacWILLIAM, M.B., B.Ch., D.P.H., Medical Superintendent of a Big Municipal Hospital in Liverpool.

THE White Paper is drawn up with remarkable skill and puts all its proposals in a very reasonable way. It disarms criticism by agreeing with almost everybody. There is to be no compulsion; private practice can continue as heretofore; patients may join the scheme or not just as they think fit; doctors may join the service in health centres or in separate practice, charging fees to private

patients, or they may continue to practise outside the service; those who believe in voluntary hospitals may continue to support them financially; the consultants may draw salaries from the hospitals and still charge fees to patients either in the hospitals or outside; there is no restriction of private enterprise and free competition—and yet somewhere there is a catch in it.

(Continued from preceding column)

has been destructive. Has he anything better to suggest? A thousand times, yes!

Dr. Mannheim truly says: "All planning must be planning for freedom." The White Paper is planning for control. No controlled system can compete for long with a free one. Every great movement begins with voluntary effort; and voluntary institutions are always ahead of the State because initiative is unrestricted. Nowhere in the Government's scheme is any real use to be made of the experienced committees of the thousand voluntary hospitals on which this country depends for its hospital services. "The best of the voluntary hospitals have, in a degree so far unsurpassed, developed specialist and general hospital resources" (p. 21), is a fitting tribute, which will be re-echoed throughout the world. As only the best is good enough for a health service, it is disappointing to find the Government basing new plans on what is admittedly a second best.

An Alternative Plan

The best plan is this. The public, represented by Parliament, would have a Minister of Health, responsible to Parliament, as chairman of a Health Corporation, consisting of members of the Houses of Parliament; representatives of those specially interested (general practitioners, consultants, voluntary hospitals, local authorities, nurses, dentists); and persons specially selected for their calibre by Parliament or the Privy Council. Lay members would be a majority of the Corporation which would have an advisory medical committee. The country would be zoned into regions based on teaching or large hospital centres. Each region would have a council autonomous within a national framework: there would be no danger in giving it wide powers. The regional council would integrate all its health services through a medical advisory committee which would have standing committees for each specialty. The regional council would be a joint lay and medical body, with lay members representing local authorities, voluntary hospitals, and the universities, assisted by other eminent men of the area selected by Parliament or the Privy Council.

The plan outlined is a more natural evolution than the one in the White Paper, and it would give greater recognition to the historic traditions so lauded in that document.

There would be a national weekly collection from those below an income limit, while those above would contribute by compulsory insurance giving "grants in aid" through existing channels.

Any loss of tidiness or control would be more than offset by the flexibility and freedom of the system; and the unified hospitals would be able to receive legacies and donations, or to make appeals for special purposes. The plan would be welcomed by the medical profession and accepted by the voluntary hospitals; and it would lead to a truly national health service.

Local Government's Opportunity

The unfortunate B.M.A. is in the position of the man who has unexpectedly had his prayers answered literally only to find that they were not worded in the way that would have ensured his getting what he really wanted. The B.M.A. clamoured for freedom and now finds, when it is too late to ask for discipline and control, that there is too much freedom. The catch about the whole thing is this: those who believe in a whole-time salaried service will for the first time be given the income and resources required for a first-class service and will be offering this to the public free, in competition with those who want to charge fees. The free service will have to be good, because it would be intolerable if doctors gave better care to those who paid fees than to their service patients, and it will be difficult to persuade the members of the public to pay fees if they can get as good service for nothing.

Although the White Paper is vague and indefinite in its suggestions and although there are some serious faults in the scheme, it is clear that the local authorities and their officers are being offered a chance of establishing a health service incomparably better than anything existing in the country at present.

Solving Hospital Problem

The setting up of joint authorities is perhaps best regarded as a temporary device to last until the reform of local government solves the problem of combining local autonomy with an all-powerful supervising authority.

The areas of county boroughs cannot be enlarged without interfering with the administrative counties, and sentimental feeling for county areas is probably strong enough to prevent any change for some years. In the meantime, if the areas for the joint authorities are well devised, town and country will be brought together for health purposes and access to the hospitals will no longer be obstructed by those difficulties about boundaries which are at present such a nuisance to administrators, doctors, and patients.

Although the administration of the service will be divided, the planning of the whole will be by one authority and it will be the duty of all doctors in the service to carry out the instructions of the plan. The hospital needs of the whole area will be worked out and hospitals will be built in numbers and situations according to population, traffic facilities, and general amenities. The term "Key Hospital" which has blighted so much previous hospital planning does not appear in the part of the White Paper referring to England and Wales. The hospitals for all purposes will be taken together, including those for infectious diseases, mental diseases, and tuberculosis, and it will be easy to design real general hospitals, erected according to popular needs, to replace those special hospitals

many of which were built for the satisfaction of a few individuals. There will no longer be any excuse for the concentration of all the good hospitals in the University cities.

For the first time, the costing of hospitals will be put on a satisfactory basis. All hospitals will receive from the Exchequer a grant according to the number of beds brought into the scheme. The grant will probably amount to £100 per bed per annum. Voluntary hospitals which wish to join the service will enter into a contract with the joint authority to supply certain service in exchange for payments the amount of which will be settled centrally. The actual cost of the voluntary hospitals to the rate will then be shown—in contrast to the position at present when, owing to the way in which payments are made, including as they do relief from rates on buildings and support for contributory schemes as well as direct payments, it is impossible to discover in many areas the amounts which are being paid.

The White Paper suggests the possibility of making payments to voluntary hospitals for the clinical teaching of medical students, and no doubt this suggestion will produce great activity when the stage of negotiation is reached.

Stimulating Efficiency

The municipal hospitals will receive the same grant on the number of beds basis as the voluntary hospitals and the balance of costs will come from the rates with indirect assistance from the block Exchequer grant. The national funds will thus supply a very considerable proportion of the costs of administering the hospitals, and it is to be hoped that pressure of local public opinion will induce the local authorities to spend money more freely than in the past in raising the standard of efficiency.

The abolition of charges to patients will make redundant the collector's department which in the past has spent so much socially unnecessary labour, but a strict system of accounting will be required to expose differences of efficiency in the various hospitals. It will provide information required for the extension of planning and will be stimulating to staffs, since financial efficiency in a hospital may justify increased expenditure on the improvement of the service.

Each hospital will be regularly inspected, not merely by doctors but by administrators, nurses, catering experts, and others. This scheme has great possibilities. Before the passing of the Local Government Act of 1929, the poor law hospitals were visited by inspectors of the Ministry of Health and, although the staff of inspectors was much too small and the range of their inquiries restricted, there is no doubt that great improvements in the hospitals resulted from the advice the inspectors gave. One of the defects of the Act of 1929 was that the supervision of the hospitals by the Ministry was relaxed and the system of inspection was abandoned. Under the new conditions, all hospitals will have to conform to a reasonably good standard, and the gross inequalities which now exist will be smoothed out by raising the efficiency of the poorer hospitals.

The general scheme of the government as it applies to hospitals is not free from defects, but it is probable that some of these will be removed as a result of criticism.

The joint authority will produce the general plan for the area and will directly administer the hospitals, together with certain clinics which are regarded as in essence out-patients activities, such as tuberculosis dispensaries. But the provision and administration of most of the local services, including the maternity and child welfare clinics and the provision of a general practitioner service, whether in health centres or in separate practice, will be the responsibility of the individual county

and county borough councils. It is difficult to see how, in these circumstances, close integration of the parts of the service can be achieved.

To take the maternity and child welfare clinics in more detail—one of the generally admitted faults of the existing service is that many doctors who conduct clinics never take charge of a patient in the parturient period. They seldom make personal contact with specialists and consultants and their whole view of the subject with which they are concerned is restricted. The new proposals do not remove these faults.

A Better Plan for Midwifery

The simplest plan for a midwifery service (although it has the tidiness which the government regards with such suspicion) might be described as follows:

In each general hospital there would be a unit staffed by wholtime doctors of various grades. These doctors would carry out the maternity work of the area in the hospital or in the home. They would conduct the antenatal and post-natal clinics, either at the hospital or in the associated health centres. They would all be in the actual practice of midwifery and the patients would be under the care of one team of doctors throughout the whole period of pregnancy and parturition and the puerperium. When general practitioners wished to undertake midwifery, they would be given special opportunities and facilities and would, in fact, become part of the team.

Midwives for the area served by the hospital would be on the hospital staff and would sometimes work in the hospital and sometimes in the homes of the mothers according to need and demand. In a similar way, the health visitors would be closely associated with the hospital. It would be impossible to achieve such close co-operation if the staffs of the hospitals were under one authority and the staffs of the clinics and the general practitioners under another authority.

Again, the care of infants, a subject which is attracting increasing attention, must begin before birth and the paediatricians must work in close association with the maternity hospitals. Yet one of the most definite proposals of the government is that child welfare responsibilities must always be entrusted to the local education authority. We are told that it is essential that general medical practice in the new service should not be divorced from the other branches of that service, but unfortunately the proposals are likely to have this effect.

Lack of Integration

There is no close administrative link. The health centres are to be under separate administration. The general practitioners may call in consultants, but there will not be constant association. The idea of team work is commended, but the team in mind seems to be composed of the general practitioners working in any one centre and does not seem to be one formed by members of the great variety of vocations which extension of the principle of division of labour ought to bring to the medical profession. The general practitioners will be able to visit the hospitals as they do now, but their relationship will not be any more intimate. They will not be members of the staff with an assured position.

For a long time, health centres will be experimental. Experience will show what types of case should be treated in the centres and what should be passed on to the hospitals. The range of service varies greatly amongst individual practitioners and in different parts of the country to-day. The best practice will be worked out by discussion between the various doctors.

When the whole population is assured of hospital treatment as a right, the demand for beds is likely to be increased and for some years it may not be possible to meet this demand

fully, especially during times of epidemics. The selection of cases in order of urgency may be difficult and may give rise to difference of opinion amongst the different doctors. Such differences may be easily solved if personal contacts are frequent and if the doctors concerned are closely related colleagues, but they give rise to difficulty if the doctors are separated by administrative barriers.

It will be the duty of the joint authority, in consultation with the local authorities and others concerned, to produce an area arrangement or plan and to submit this to the Minister for his approval. It is obvious that the Government expects wide differences in the plans for different areas, and it is likely that the Minister would approve a plan which proposed closer integration of the parts of the service than is generally suggested by the White Paper, although it is laid down that in all cases the child welfare service will come under the education authority.

In setting up the new service in any area, everything will depend on this plan, but very little is said about the way the plan will be produced or about the staffing of the joint authority.

It is now almost 14 years since the poor law hospitals were handed over to the major local authorities and an opportunity was given of building up a comprehensive health service in which preventative and curative medicine would be closely integrated. Although many of the hospitals have been improved in staffing and structure, it must be admitted that, on the whole, the results have been disappointing. There was no doubt about the public demand for a health service; indeed, the present proposals are a response to strong popular feeling. But for some reason the administrative machine set up in 1930 did not give the results hoped for.

Some Pertinent Questions

So far as the White Paper shows, the government has not made any inquiry into the causes of this failure, but before the health proposals reach the stage of a Bill in Parliament it must be prepared to face questions on the subject.

Where did the fault lie?

Was the committee system in local government unsuited to the kind of administrative work required?

Was the defect in the hierarchical organisation of the public health departments? This system has recently been subjected to much adverse criticism, especially by "The Lancet." It is said that power is concentrated into a small number of hands and that those at the top have been lacking in vision and have smothered the ideas coming from lower down the scale. The hierarchical system, to be a success, requires, as in the Army, harsh judgments of personnel and the ruthless dismissal or reduction in rank of those who fail. Discipline of this kind has not been applied to the local government service and the failures of the few at the top have continued to thwart the efforts of the many lower down.

Have doctors been placed in administrative positions more suited to laymen?

Are men too old when they reach senior rank, and would younger men have more vision?

These questions are difficult to answer, but whatever administrative structure may be adopted the innate qualities of the men appointed to the new service will be of vital importance.

The prospects of advancement will arouse the cupidity of careerists anxious to gratify the ambition of themselves or their wives, but the great opportunities should also be attractive to men of high ethical standards who will have a proper sense of social values and who will be inspired by the thought of giving service to the community.

It is to be hoped that men of the right type will be found in sufficient numbers.

MEETING in London on March 12, the National Executive Council approved draft of its annual report for 1943 and the arrangements for this year's Conference. As already announced, Conference will be held at the Central Hall, Westminster, on Friday and Saturday, May 26 and 27. Meetings of the ancillaries will be held on Sunday, May 28.

The preliminary agenda, consisting of notices of motion submitted by branches, districts, and the N.E.C. is published below. It has to be added amendments to notices of motion, which may be submitted by branches and districts up to April 15. The whole agenda is subject to consolidation and coordination by the agenda sub-committee. Amendments only will be published in the May LOCAL GOVERNMENT SERVICE, and members should, therefore, keep this issue of the Journal by them.

PRELIMINARY AGENDA

Opening of Conference.

To confirm the proceedings of the Conference held on June 12 and 14, 1943.

Benevolent and Orphan Fund—announcement of amounts received from districts and winners of trophies and diplomas.

President's Address.

Declaration of results of election of Council and Honorary Officers.

Appointment of Auditors for the year 1944. Notice of Motion by the National Executive Council.

That Messrs. Jackson, Pixley & Co., Chartered Accountants of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1944, and that a fee of seven hundred and fifty guineas (£787 10s. 0d.) be paid to them for their services.

Appointment of Scrutineers.

Honorary Treasurer's Financial Statements.

Annual Report of the National Executive Council.

0. Equality for Women.

Notice of Motion by the Glasgow branch.

In view of the failure to carry into effect the Association's policy for women regarding (a) equal pay for equal work, (b) equal opportunity, and (c) removal of the marriage bar, this Conference instructs the National Executive Council to approach the Civil Service and Teachers' Unions in order to obtain joint action on those issues.

1. Association Subscriptions.

Notice of Motion by the National Executive Council.

(a) That all subscriptions (other than those payable by members on war service) be increased by 20 per cent, as from November 1, 1944.

(b) That the percentage of the total amount collected in subscriptions during each year to be retained by branches shall be as follows:—

(i) County branches when recommended by the district committee for their area and approved by the National Executive Council—35 per cent, instead of 40 per cent.

(ii) Other branches—30 per cent, instead of 35 per cent.

(c) That the necessary alterations be made in Rule 9 of the Rules of the Association to give effect to the foregoing recommendations.

(d) That the powers of the Council to make additional grants to branches under paragraph

(iii) of clause (d) of Rule 9 and to district committees under-clause (b) of Rule 17 be retained.

Note. Should the above be adopted by Conference, the National Executive Council will submit a Notice of Motion to amend the relevant sections of Rule 9 of the Association's Rules. The new subscription scales would be:

SALARY AND BONUS	SUBSCRIPTION
Not exceeding £52 p.a. ...	6d. per month
Over £52—£120 p.a. ...	1s. 0d. per month
Over £120—£260 p.a. ...	1s. 6d. per month
Over £260—£350 p.a. ...	2s. 0d. per month
Over £350—£450 p.a. ...	2s. 6d. per month
Over £450 p.a. ...	3s. 0d. per month
Retired Members ...	6s. 0d. per annum

12. Subscriptions of Members on War Service.

Notice of Motion by the Leicester branch.

That members of this Association on war service shall be relieved of payment of their subscriptions for the duration of their war service, and that the appropriate steps be taken to preserve their rights as members of the Association.

13. The "Beveridge" Report.

Notice of Motion by the Glasgow branch.

This Conference urges the Government to put into force without delay the basic proposals of the Beveridge Scheme of Social Security and pledges the loyal support of the Association in carrying out its share of the new administrative tasks involved.

14. Affiliation to the Trades Union Congress.

Notice of Motion by the National Executive Council.

That this Conference is of opinion that consideration of the question of affiliation of the Association to the Trades Union Congress should be deferred until after the war.

15. Notice of Motion by the Barnsley and district branch.

That this Conference instructs the N.E.C. forthwith to make application to the Trades Union Congress for affiliation.

16. Notice of Motion by the Leicester branch.

That this Conference instructs the National Executive Council to take the necessary steps to affiliate to the Trades Union Congress forthwith.

17. Notice of Motion by the East Midland district committee and the Nottingham branch.

That this Conference resolves that the Association shall affiliate to the Trades Union Congress and instructs the National Executive Council to take all necessary steps forthwith.

18. Notice of Motion by the Glasgow branch.

That this Conference views the recent ballot of the Association as a clear mandate in favour of affiliation to the Trades Union Congress and instructs the National Executive Council to make immediate application to the General Council of the Trades Union Congress for affiliation.

19. Notice of Motion by the South Wales and Monmouthshire district committee.

That this Conference requests the National Executive Council to take the necessary steps immediately after Conference to secure affiliation of the Association to the Trades Union Congress.

20. Ballot of Members.

Notice of Motion by the National Executive Council.

That no alteration be made in the rules which will have the effect of depriving Conference of the right in any particular issue to determine the policy of the Association.

21. Notice of Motion by the South Wales and Monmouthshire district committee.

That the Rules of the Association be amended to provide—

(a) that it shall be competent for Conference to order a ballot of the members to be taken; and

(b) that the result of any such ballot of members shall be conclusive and binding.

22. Notice of Motion by the Enfield branch.

That this Conference is of the opinion that the constitution of the Association should be amended to provide that the result of a ballot of the whole of the members of the Association should be put into effect.

23. Notice of Motion by the Mansfield and district branch.

That the National Executive Council be instructed to consider and report to the next annual conference as to—

(a) the desirability or otherwise of amending the constitution of the Association to provide for a referendum of members to be taken in appropriate cases, the result to be binding upon the Association; and

(b) the effect of such an amendment upon the status of Conference as the body hitherto charged with the duty of formulating policy.

24. Notice of Motion by the Weston-super-Mare branch.

That the National Executive Council be instructed to bring forward for consideration at the next annual Conference proposals to amend the Rules of the Association in order to achieve the following purposes:

To provide for the holding of a referendum or ballot of the whole of the members of the Association on any question which may fall to be decided by or on behalf of the Association;

That the referendum or ballot be held only if so decided by the Association in annual Conference, or any special Conference or general Conference, whether called specially for the purpose or not;

That the result of the majority of votes cast in the referendum or ballot be binding on the Association.

25. Superannuation.

Notice of Motion by the River Great Ouse Catchment Board branch.

That Conference notes with regret that, despite the past efforts of the Association, a number of its members are not yet entitled to the full benefits of superannuation, and directs the National Executive Council to take such steps as are reasonable during the present war and all possible steps immediately after its conclusion, to secure such amendment of the Local Government Superannuation Acts, 1937 and 1939, as will provide that all whole-time officers of all local authorities within the meaning of the Local Loans Act, 1875, are compulsorily superannuable.

26. Notice of Motion by the Surrey County Officers' branch.

That the National Executive Council be instructed to take steps, when opportunity offers, to ensure that in the case of voluntary resignation from the service, interest is payable on superannuation contributions.

27. Election of National Executive Council.

Notice of Motion by the Manchester branch.

That this Conference resolves that, to qualify for election to the National Executive Council, candidates will be required to issue, for consideration by the electors before voting takes place, a written statement of their past and future policy for the general improvement of the status of local government officers.

28. Regional Area Conferences of Members.

Notice of Motion by the Gateshead branch.

(a) That the National Executive Council give immediate consideration to the promotion of regional conferences of members within specified areas, on dates prior to the National Conference, in order to discuss and consider suitable recommendations for the annual agenda, after acceptance by the respective district committees.

(b) That the regional areas recommended each consist of not more than three district committee groups and that the number of delegates to the proposed regional conferences shall be three per thousand members of the district (which number shall include from each district the hon. secretary, hon. chairman and members of the National Executive Council).

(c) That the expenses of such regional conferences shall be met equally by the National Executive Council and the district committees, and that the district organisers jointly shall make all the necessary arrangements for such conferences to be held.

29. Local Government Reconstruction.

Notice of Motion by the Glasgow branch.

That this Conference welcomes the prospect of a more effectively organised system of local government units, insists that such organisation be not delayed, and demands foremost place in future local government for democratically elected local government bodies.

30. Local Government Reform—Piecemeal Encroachment on the Functions of Local Authorities by Government Departments.

Notice of Motion by the Brighton branch.

That this Conference welcomes the action taken by the N.E.C. as reported in the annual report on the piecemeal encroachment by Whitehall on the functions of local government and that this Conference instructs the N.E.C. to take all steps necessary to secure that any reorganisation of local government is carried out in accordance with a comprehensive and democratically approved scheme.

31. Notice of Motion by the Merthyr Tydfil branch.

That this Conference views with grave concern the continued transference of local authorities' functions to government departments, and welcomes the President's press warning on this important matter.

It is suggested in this connection that in any approach to H.M. Government by the Association on the question of local government reform and reorganisation, an appeal be made for a Welsh Member or Members of Parliament to be elected on any Government Commission or Committees that may be appointed.

32. Notice of Motion by the North Eastern district committee.

That this Conference, being concerned with the far-reaching effect of impending legislation on the local government service, calls upon the National Executive Council to take all possible steps to ensure that in every Act of Parliament or Order in Council affecting the functions of local authorities adequate provision is made for the protection of the status, conditions of employment, and remuneration of local government officers, including officers on war service and officers directed into industry or other work of national importance.

33. Notice of Motion by the Aberillery branch.

That this Conference of local government officers, conscious of its responsibilities and alive to the possibilities of changes in our local government system, urges the following considerations as vital and necessary elements in any scheme for reform, viz:

To preserve the democratic character inherent in the system. To reconstruct the financial basis particularly so as to iron out existing grave inequalities as between one area and other, e.g. an equalised national rate.

34. Local Government Franchise.

Notice of Motion by the Kent County Officers' Guild and the Gillingham branch.

That this Conference declares itself in favour of the local government franchise being assimilated to the parliamentary franchise for the following main reasons:

CONFERENCE DATES

Amendments to notices of motion on this preliminary Conference agenda must reach Headquarters by 5 p.m. on Saturday, April 15.

Other important dates for Conference are:

April 8—Voting papers for the elections of honorary officers and the N.E.C. to be sent to branches.

May 1—Publication of "Local Government Service" containing amendments to notices of motion.

May 8—Voting papers for the elections of honorary officers and the N.E.C. to be received by the divisional secretary or divisional officer by 5 p.m.

May 12—Final Conference agenda to be sent to representatives. Last date for notification of division of voting strength.

May 16—Conference at Central Hall, Westminster (9.30—12.30, 2.0—5.0). Meeting of education correspondents at 5.30.

May 27—Conference (9.30—12.30, 2.0—5.0).

May 28—Annual meetings of ancillaries (NALGO

Provident Society, 9.30; Approved Society, 11.0;

NALGO Building Society, 2.0; Logomia, 3.30).

lated to the parliamentary franchise for the following main reasons:

(a) That it is indefensible to suggest that a section of the community is competent to vote at parliamentary elections but is not fit to do so at local government elections;

(b) That such a reform would be no more than a trifling recognition of the great services rendered during the present world war by most of those to whom the franchise would be extended; and

(c) That, as this Association has so often stated, it is an essential of healthy local government that all sections of the community should interest themselves in it, and that such interest cannot legitimately be expected from those of full age from whom the right to vote is withheld.

35. Membership of Local Authorities on Provincial Whitley Councils.

Notice of Motion by the Yorkshire district committee and the Bridlington branch.

That, in view of the interest which the Ministry of Health has shown in the reconstitution of the National Whitley Council, this Conference directs the National Executive Council to make representations to the Minister of Health to use his influence to induce all local authorities to become members of the appropriate Provincial Council.

36. War Service Pay.

Notice of Motion by the Glasgow branch.

This Conference regrets the continued failure of the Government to pay adequate allowances to service men and requests the National Executive Council to join with other organisations in pressing the Government to increase allowances to service men and their dependants to an adequate living standard.

37. Notice of Motion by the Barnsley and district branch.

That the N.E.C. use every endeavour to obtain increases in war service pay and pensions for members of the Forces and their dependants.

38. Uniform Scales of Salaries and Conditions of Service.

Notice of Motion by the Haslingden branch.

That, in view of the absence of agreement and uniformity throughout the country as to salaries and conditions of service, the National Executive Council be instructed to press for the compulsory adoption by all local authorities of one uniform scale of salaries and one uniform code of conditions of service.

39. Re-grading of Officers after War Service. Notice of Motion by the Stretford and District Electricity Board branch.

That this Conference instructs the National Executive Council to urge the National Whitley Council to introduce and enforce the following rule:

"That members on war service who would normally have been regraded, shall, after twelve months' satisfactory service upon their return, be placed upon the appropriate step within the new grade which they would have reached had they been continuously in civilian employment."

For the purpose of the motion, war service shall include all persons who have been directed to H.M. Forces, essential work, or Civil Defence.

40. Refresher Courses after War Service.

Notice of Motion by the Lindsey County Officers' branch.

That the National Executive Council be instructed to make arrangements, either with the Universities or otherwise, for adequate post-war refresher courses for local government officers resuming normal work after war service; and that local authorities be requested to permit those officers who desire to take advantage of these courses to do so on full pay.

41. Treatment of Members after Demobilisation.

Notice of Motion by the Manchester branch.

That this Conference, being aware that difficulties have already arisen in connection with reinstatement, rehabilitation, and superannuation rights of members who have served in H.M. Forces, Civil Defence, and industry, urges the National Executive Council to take immediately such action as is necessary to ensure that, when demobilised or released, members, and especially those incapacitated by reason of injury or sickness, shall receive fair and just treatment.

42. Notice of Motion by the Farnham branch.

This Conference is of opinion that local government officers transferred to industry should enjoy the same right of reinstatement in their former employment as members serving in H.M. Forces and urges that NALGO should press for the granting of this right.

43. Machinery for the Settlement of Disputes.

Notice of Motion by the Metropolitan district committee.

(a) That this Conference place on record its appreciation of the decisions obtained by the Association before the National Arbitration Tribunal and the Industrial Court in the settlement of the Finsbury and Westmorland disputes.

(b) That it be an instruction to the National Executive Council to consider the advisability of making strong representations at an early date to the Ministry of Labour and National Service for the establishment after the war of a permanent tribunal or body, in the place of the National Arbitration Tribunal if such Tribunal is not maintained, with full power, irrespective of the existing right of local authorities to dismiss at pleasure, to examine and determine disputes between local authorities and their staffs.

44. Conditions of Employment and National Arbitration Order

Notice of Motion by the Kent County Officers' Guild.

That, in view of the vital importance to the local government service, as clearly demonstrated by the "Bolton," "Finsbury," and other cases, of the arbitration machinery provided by the Conditions of Employment and National Arbitration Order, 1940, this Conference considers it imperative that some permanent tribunal similar to that provided by the Order should be established for the purpose of determining disputes between local authorities

and their officers after the emergency legislation comes into effect; and instructs the National Executive Council to take such action as it considers appropriate or desirable with that end in view.

51. Notice of Motion by the Westmorland branch.

That this Conference expresses its appreciation of the efforts and achievements of the N.E.C. towards the revival and spread of Whitleyism, and that it proclaims its adherence to the principle of the settlement of disputes by negotiation, and that it urges the N.E.C. to press for the continuance of the principle of "compulsory arbitration" in peace-time legislation.

52. Notice of Motion by the Hucknall branch.

That in view of the situation revealed by the recent Finsbury case, the National Executive Council be requested to consider the desirability of a tribunal being appointed on the lines of the present National Arbitration Tribunal to deal with disputes arising in normal times between local authorities and their staffs; such a tribunal to consist of representatives of employers and employees.

53. Action Regarding the Conduct of an Officer.

Notice of Motion by the Runcorn branch.

That this Conference is strongly of the opinion that, in view of the danger arising from local prejudices, matters concerning the conduct of an officer, and which, at his wish, are placed in the hands of the Association, should not be dealt with by the branch of which he is a member, unless he should so desire.

54. Standardisation of Cost-of-Living Bonus.

Notice of Motion by the Reading and district branch.

That, as it would appear to be in the joint interests of members of the National Association of Local Government Officers, the National Union of Teachers, and the Civil Servants, to receive a cost-of-living bonus at a standard rate applicable from the same date, this Conference requests the National Executive Council to explore the matter forthwith in consultation with the other national bodies concerned.

55. Qualifications of Nursing Staffs.

Notice of Motion by the Glasgow branch.

That this Conference is of the opinion (a) that all nursing posts in local authority hospitals and institutions should be filled only by those nurses who are fully qualified and are in possession of the recognised training certificates and (b) that where these qualifications are required from nurses, that similarly those nurses appointed to supervisory posts shall be in possession of at least the same qualifications, and (c) that the Association should make representations to local authorities to ensure that the conditions enumerated in (a) and (b) are applied.

56. Closer Working Arrangement between the Association and the National Association of Administrators of Local Government Establishments.

Notice of Motion by the National Executive Council.

That this Conference approves the heads of agreement to provide for a closer working arrangement between the Association and the National Association of Administrators of Local Government Establishments.

Note.—The proposed heads of agreement are now the subject of negotiation between the two associations and a report setting out the terms of the proposed agreement will be issued with the final Conference agenda.

57. Sectional and Professional Organisations in Scotland.

Notice of Motion by the Glasgow branch.

That Rule 95 be amended in order to bring representation of sectional or professional organisations in Scotland into line with

England and that for this purpose a Standing Joint Committee be set up in Scotland.

58. Provision of Nurseries and Crèches.

Notice of Motion by the Glasgow branch.

That this Conference recognises the immediate need for a substantial increase in the number of nurseries and crèches in certain areas and urges the Government (i) to give all possible assistance, financial and otherwise, to local authorities for the building of these institutions, and (ii) to release immediately sufficient materials and labour for the purpose.

59. Part-time Training of Junior Officers.

Notice of Motion by the Barnsley and district branch.

That this Conference instructs the N.E.C. to prepare a scheme for the training of junior local government officers by means of part-time day training courses during their duty hours, and endeavour to have this scheme put into operation by local authorities.

60. Appointments to Staffs of Education Authorities.

Notice of Motion by the North Eastern district committee.

That the National Executive Council be requested to enter into discussion with the appropriate associations of local authorities with the object of ensuring that when administrative appointments are being made to the staffs of education authorities, undue prominence is not given to teaching experience and equal opportunity is afforded to members of NALGO who have made the administrative service their career.

61. Employment of Persons suffering from Tuberculosis.

Notice of Motion by the Fulham branch.

That this Conference, recognising the immense social importance of the employment of non-infectious tuberculous persons:—

(a) instructs the National Executive Council to

(i) approach the associations of local authorities with a view to recommendations to their members to employ, in suitable posts, a proportion of such persons as a contribution to their rehabilitation in accordance with the proposals of the Ministry of Health;

(ii) co-operate with similar organisations (such as those of civil servants and teachers) in urging the Government to secure the employment of such persons in local and central government and other suitable places of work; and

(b) urges all branches to make direct approaches to their own councils to employ such persons.

62. Eligibility for Membership of the Association.

Notice of Motion by the Glamorgan County Officers' Association.

That the decision of the annual delegate Conference of 1940 excluding from membership of the Association those employees of local authorities classed as servants under the 1937 Superannuation Act, be rescinded, and the Rules of the Association amended to allow of their admission.

63. Members Seeking Election to Parliament.

Notice of Motion by the Wolverhampton branch.

That the National Executive Council be given authority to assist, at its discretion, any member, or officer, of the Association who seeks election to Parliament, irrespective of the political party to which the member, or officer, may belong.

64. Memorial to Members who Lose their Lives as a result of the War.

Notice of Motion by the Sheffield branch.

That the National Executive Council be instructed to present a report to the 1945 Conference upon proposals for the provision of a permanent Memorial to those NALGO members who lose their lives as a direct consequence of the present war, such proposals to

embody alternative schemes of a character directed to the well-being and welfare of members and their dependants and suggestions for raising the necessary funds for that purpose.

65. Amendment of Rules—Affiliation to other Organizations.

Notice of Motion by the National Executive Council.

That a new Rule 2(A) be inserted as follows:—
"Affiliation to other organizations. Unless the consent of a Conference be first obtained, the Association or any district committee or branch shall not affiliate to any organization which is associated directly or indirectly with any political party or organization."

66. Amendment of Rules—Representation on the National Executive Council.

Notice of Motion by the National Executive Council.

That Rule 51 be amended as follows:—
"Representation. Delete paragraph (d) of section (1) of this Rule. At the end of the section add—

"(d) Notwithstanding anything to the contrary contained in this Rule or in Rules 33 and 48, until the expiration of the period of the emergency as defined in Section 10 of the Societies (Miscellaneous Provisions) Act, 1940, or until a Conference otherwise determines, the number of members of the Council to be elected as representatives of each District shall not exceed the number of such representatives elected at the Annual Conference in 1944."

67. Amendment of Rules—Retired Members.

Notice of Motion by the Manchester branch.

That Rule 4, Definitions—sub-paragraph "Retired Members"—be amended as follows:—
After "ex-officio" in the last line add "and shall not be entitled to vote when a ballot or referendum of members is taken."

68. Annual Conference.

Notice of Motion by the National Executive Council.

That this Conference authorises the National Executive Council to decide the date, time, and place of the 1945 Conference.

69. Induction of President.

70. Any Other Competent Business.

DEFENCE OF LOCAL GOVERNMENT Association's Action

Other matters dealt with by the Council included:

Future of Local Government.—At its meeting in January, the Council set up a special committee, consisting of the president, vice-presidents, chairman of the council, chairmen of standing committees, and one representative for Scotland, to consider recent and threatened encroachments by Government departments on local government. This committee met on February 26. Reporting on the action already taken by the Association, it stated that:

1. A letter signed by the President, calling attention to the threat to local government apparent in present policies, urging all concerned to put forward a united policy of reform and development, and offering NALGO's co-operation in the preparation of such a policy, was published by "The Times" on January 22. A statement by the President, in similar terms and circulated to the Press, was published in nearly 100 newspapers and periodicals throughout the country, and was made the subject of leading articles and editorial comment, almost entirely favourable, by 50 publications. Typical comments

National Whitley Council Approves Higher Bonus Award

included: "NALGO will have the sympathy of the great bulk of thinking rate-payers" (*Hendon and Finchley Times*); "An outspoken indictment" (*Hastings Evening Argus*); "A constructive suggestion" (*Yorkshire Post*); "NALGO is performing a valuable service" (*Worcester News and Times*); "It should be encouraging to the local authority to know that it is backed up by such an influential body as NALGO" (*Lowestoft Journal*).

2. The Association had made a formal offer to the local authorities' associations of its readiness to co-operate in any further action they decided to take.

3. The general secretary had discussed the position with the Members of Parliament who act for the Association.

Reviewing the problem as a whole, the committee took the view that it was necessary to distinguish between the transfer of functions from smaller to larger local authorities and the transfer of powers from local authorities to government departments. NALGO, it was felt, should not attempt to interfere with the former process, but should confine its objection to definite "encroachment" by government departments upon the functions of local authorities and piecemeal transfer of their powers to the central Government.

On the latter point, it was agreed that there had as yet been few concrete examples of encroachment and transfer. While the action already taken by the Association was approved—and it was further agreed to bring the matter to the notice of the T.U.C. Advisory Committee—the committee decided that no further immediate steps were needed. Should further encroachment or transfer be threatened, however, the committee would meet again and would consider additional steps, including an approach to Members of Parliament through the branches.

Higher Pensions.

The general secretary has made representations to the Treasury upon the Pensions (Increase) Bill now before Parliament, with special reference to:

- (a) a provision in Part II of the First Schedule confining the local government pensions which may be increased under the Act solely to those payable in respect of local government service;
- (b) the special provisions applicable to civil servants; and
- (c) the absence of provision for increasing the pensions of employees of public authorities.

The Council resolved to seek an increase in the limits above which the proposed increase is not payable. Attention was called to the statement of the Chancellor of the Exchequer that the Act will be mandatory upon local authorities.

Equal Pay For Equal Work

At the request of the National Union of Teachers, the Council appointed a small committee to consult with the N.U.T. on steps to give effect to the policy of equal pay. Miss Iva Stansfield, one of the two women members of the Council, was appointed to represent NALGO on the "Equal Pay Campaign Committee," set up under the chairmanship of Mrs. Mavis Tate, M.P.

Recruitment and Training

The National Whitley Council is to be asked to consider proposals for improving the present system of recruitment and training of local government officers, based upon a re-examination of the Association's attitude to the Hadow Report made by a joint meeting

(Continued at foot of next column)

HOT on the heels of the first meeting of the reconstituted National Whitley Council on January 13 came the second meeting on March 3. Its main purpose was to settle the bonus issue.

For the first time, members met under the independent chairman appointed by the Minister of Health, Sir Horace Wilson. Sir Horace was welcomed by Councillor Webber, chairman of the employer's side, who referred to the great experience he had had, as Permanent Secretary to the Ministry of Labour, in collective bargaining and conciliation. Mr. H. Allen, chairman of the staff side, assured Sir Horace of the pleasure his colleagues felt in the Minister's nomination and of the co-operation which would be forthcoming from the staff representatives.

The executive committee presented its first report and announced that its chairman would be Councillor Webber and its vice-chairman Mr. E. A. S. Young, who is also chairman of the National Executive Council of NALGO.

Approval was given to the financial arrangements of the Council and to a scheme of sickness payments regulations for which the North Eastern provincial council sought endorsement. The executive committee reported that the joint secretaries would prepare a report on the reinstatement and rehabilitation of officers as soon as the Government's intentions were known, together with a report on pre-natal and post-natal leave for women officers, which had been raised by the staff side. The executive recommended that further representations, if necessary by deputation, should be made to Government departments, aimed at the application of the national council's bonus scheme to all civil defence officers. The employers readily agreed with the staff side that there should be, after four years of war, some restoration of annual leave,

and it was decided to recommend resumption of normal leave up to a maximum of three weeks.

The model scheme of conditions of service brought forward by the South Midlands provincial council was referred to the executive committee for examination and report, and the new scales of the North Metropolitan provincial council, which will bring it into line with the other 15 provincial councils, were received.

The council then came to the "pièce de résistance"—re-adjustment of the bonus. This had been fully debated on January 13, when the submission of the staff side that the employers should on this occasion come forward with an offer was referred to the employers' representatives on the executive committee and by them to the full employers' side. The staff side emphasized:

1. That the offer should be adequate, having in mind, for example, the position of teachers employed by local authorities;
2. That women should be given the same bonus as men; and
3. That the "ceiling" for the maximum adult bonus should be substantially raised;

After a number of divisions it was evident that the employers would not go beyond the following scale:

Under 21—men 9s. 6d., women 7s. 9d. p.w.
Over 21 and up to £700 p.a.—men 19s., women 15s. 6d.

Over £700 p.a.—men and women, 13s. p.w.

The staff side accepted this offer with great reluctance, and it was agreed that the recommendation should go to the provincial councils for endorsement. The award comes into operation on April 1.

The staff side, however, adopted a resolution that "the agreement is without prejudice to the staff side view that the rate of bonus should be the same for women as for men."

(Continued from preceding column)

of members of the service conditions and education committees.

Institution Matrons.

The Council is to take up with the Rushcliffe Committee the anomalous position of matrons of public assistance institutions who, although required to possess nursing qualifications, are, under the Rushcliffe scales, paid a lower salary than matrons with similar qualifications in municipal and voluntary hospitals.

Institutional Staffs.

Salaries and conditions of service of institutional staffs are being examined and a report will be issued.

NALGO and NAALGE

Negotiations are in progress for the fusion of the National Association of Administrators of Local Government Establishments with NALGO. It is hoped that a form of agreement will be presented to the next meeting of the Council, and that a report will be ready for presentation to Conference.

War Service Pay.

A few small local authorities are still refusing to supplement the Service pay of members of their staffs in the Forces and a special report on these is to be made to the next meeting of the Council.

Articled Pupils.

The Council is to confer with the sectional and professional associations particularly interested in the question of articled pupils.

NALGO and C.S.C.A.

The Civil Service Clerical Association is to be invited to discuss with representatives of

the Association further criticisms of food executive officers made in a recent circular issued by the C.S.C.A.

Conference Service Abandoned.

In view of the probability that many delegates will be returning home immediately after Conference, it was decided not to proceed with plans for a Conference Service at St. Martin in the Fields. In view of this decision the times of the ancillary meetings have been advanced. The new times are set out in the panel on page 68.

President's Accident.

The Council sent a message of sympathy to the president, Mr. C. A. W. Roberts, who was unable to attend the meeting as the result of an accident in which he had injured his knee.

Mr. E. A. S. Young, chairman of the Council, presided, and others present included: Messrs. E. L. Riley (Vice-Chairman), R. Adams, H. Allen, E. F. Bacon, W. A. Baker, L. Bevan, W. R. Beevers, H. Blizard, A. G. Bolton, S. H. Brodie, J. Brown, R. D. Brown, A. Clark, R. W. Coppock, F. E. Cox, E. R. Davies, Miss E. Dawson, Messrs. W. O. Dodd, J. Y. Fawcett, A. A. Garrard, D. L. Griffiths, F. H. Harrod, P. H. Harrold, J. L. Holland, R. J. Jones, H. Joyce, G. Llewellyn, S. Lord, R. McGill, C. J. Newman, T. Nolan, H. Norton, A. E. Odell, A. Denton Ogden, D. J. Osborne, D. J. Parry, J. Pepper, G. W. Phillips, A. Pinches, W. Rowlands, H. Russell, R. T. Shears, T. Spence, Miss I. Stansfield, Messrs. W. Strocher, H. Taylor, L. H. Taylor, W. Threlfall, J. H. Tyrrell, J. S. Underwood, W. E. Veasey, J. H. Warren, S. Whitehead, R. Williams, and J. Young.

Provident Society

Meeting in London, on March 10, the Committee of Management of the NALGO Provident Society decided to allocate 7½d. in the shilling to members' "Rest" accounts for 1943 by using a portion of the sum standing to the credit of the Common Sick Fund on December 31, 1942. This fund is reserved, and is available for use in periods of exceptional sickness.

NALGO DIARY:

By ABINGDON

COMPETING for a "Field Marshal's" baton in the Book Recovery Army, my small son persuaded neighbours ransack their shelves and daily staggered school with the proceeds. Two points lack me as I looked over the haul: the amount of junk most of us still harbour, and the number of good books with which we have shed but which others would like to read me of my neighbours', indeed, are on my shelves now, secretly substituted after the apt Field Marshal had gone to bed). These are the books we are willing to give away, how many better ones must there be, though unwilling to part with, we would be happy to lend to friends? With a few books any intelligent community must be the nucleus of a good library. This thought has struck the members of the Ablethorpe and Sutton branch, and has resulted in a fine scheme. The secretary invited members to give him a list of books they would be willing to lend to colleagues. A complete catalogue was then circulated—and within two months more than 100 books were loaned (this in a branch of only 23 members). No charge is made for borrowings—although on a penny-a-week basis the scheme might be made a useful source of income for the Benevolent and Orphan Fund. It could it not be extended to exchanges of the many other things difficult to get—furniture, children's clothes, toys, and so like?

Right Spirit
Falmouth borough council has passed a resolution advising all permanent and temporary officers to become members of NALGO.

Brains" in Demand
Once again, Stretford branch has "hit the headlines" with a Brains Trust, so its tireless public relations correspondent, R. CODD, tells us. Going this time to Old Trafford, a part of the borough hitherto unvisited, the "Brains Trust" and such a demand for their wisdom that they had to book a hall seating 250—including many United States troops, among them the son of the city engineer of Chicago. Questions dealt with included sex education at school; post-war housing; why "council houses" are never recognised as such; and a compulsory retiring age for magistrates (to which the answer was a decided yes, combined with a wider field of recruitment, including more officers from education departments).

So far this winter, Stretford's Brains Trust has in three sessions answered the questions of 10 citizens: no mean achievement, and a subtlety of as much benefit to the "Brains Trust" to the recipients of their wisdom. When will more branches take up this simple and effective piece of public relations?

Light in the Black-out

Pleading guilty to a black-out offence, a woman explained that she was working out her come-tax and forgot to draw the curtain. "When thinking of income-tax everything does seem black—unless you have a life assurance policy to let in a ray of sunshine. Ask the Nalگو insurance department to tell you all about it."

This Local Government

Because there are no radiators in the bedrooms at the Lambert nurses' home at Crumpler Institution, Manchester, the city council has decided to buy, at a cost of £1,500, 3,000 yards of chintz "to make the rooms look warmer."

There was no reply when Ald. Joe Toole asked whether in the event of a food shortage, the health committee would consider buying

Why Not Branch Libraries? Stretford's "Brains" Again

artificial pantomime boiled ham "to give nurses the idea that they were living in a world of plenty."

Congratulations to—

Staines branch, on sponsoring a performance of "Merrie England" by the Ashford and district choral society and thereby raising £108 12s. 3d. for the Red Cross Prisoners of War Fund.

South Shields branch, on packing a local cinema with a Sunday night variety concert in aid of the Missions for Seamen and the Benevolent and Orphan Fund.

Kent County Officers' Guild, on holding, in conjunction with the W.E.A., a one-day school on town and country planning, with two lectures by J. W. R. Adams, county town and country planning officer.

NALGO ROLL OF HONOUR

KILLED OR DIED ON SERVICE

Bartholomew, F. J., 25, Enfield (died whilst prisoner in Far East).

Bracegirdle, A. C. P., R.A.F., education dept., Eastbourne (died whilst prisoner in Far East).

Brighton, Guardsman C. M., Grenadier Guards, relieving officer, Bedford C.C. (died of wounds).

Butler, Lt. J. M., R.N.V.R., 25, treasurer's dept., Gateshead.

Escaped from France!

There's no holding these NALGO fliers! In December, we recorded that Sgt.-Gnr. W. H. Bilton, R.A.F. formerly of the civil defence department at Fareham, was missing after an operational flight over France, in which his aircraft was shot down. So it was—but Sgt.-Gnr. Bilton is now back home again. He baled out, evaded arrest by both German troops and Vichy police, and made his way back to England. Of his adventures on the way we may not hear until after the war.

Cameron, P. O. R., R.A.F., collector's dept., Glasgow. Clinch, Sgt. A. G. D. H., R.A.F., 22, clerk's dept., Dorchester.

Connor, Lt. D. M., R.N.V.R., 33, public assistance dept., Wiltshire.

Count, 2/Lt. F. A., R.A.S.C., public assistance dept., Leicester.

Crawford, L./Cpl. R., Commandos, city collector's dept., Glasgow.

Davidson, Sub-Lt. J., R.N.V.R. (F.A.A.), collector's dept., Glasgow.

Douglas, Lt. H. W., health dept., Cardiff (died of wounds in Italy).

Egdell, Lt. R. Y., G.H.Q., Malta, 34, treasurer's dept., Gateshead.

Hannibal, F. O. J. H., R.A.F., libraries dept., Erith (in Italy).

Harrison, R., R.N., public assistance dept., Cheshire C.C.

Hibbard, L.A./C. E. H., R.A.F., Edmonton (died in W. Africa).

Higham, Sgn. W., R.C.S., Stretford & District Electricity Board (presumed killed).

Hooker, Pte. W. N., 23, A.P. dept., Dorking (in Italy).

Johnson, Sub-Lt. J. B., F.A.A., electricity dept., Coventry.

Kemp, Sgt. P. D., Ferry Command, treasurer and controller's dept., Cardiff.

March, Major T. C., surveyor's dept., Bucks C.C. (in Greece).

Mathews, F. Sgt./P. L. R. B., R.A.F., deputy clerk, Penze U.D. (presumed killed).

Mills, F./O. R. A., R.A.F., 21, Newport Pagnell R.D.

Mowan, Sgt./Obs. T. P., R.A.F., electricity department, Plymouth (presumed killed over France).

Musto, P. O. T. E., R.A.F., engineer's dept., Plymouth (presumed killed over Germany).

Pryce, Ord./Snn. I., treasurer and controller's dept., Cardiff.

Sherwood, Sgt. W. O. A./G. H., clerk's dept., Gulsborough.

Heat, Capt. D. H., R.A., district surveyor, Bucks C.C.

Somerford, Sgt./Obs. B., treasurer and controller's dept., Cardiff.

Whisk, Sgt./Nav. C. R., R.A.F., 21, public assistance dept., South Shields.

Williams, Sgt. A./G. J., R.A.F., health dept., Cheshire C.C. (presumed killed).

MISSING

Bridger, Sgt. A. E., R.A. (E.A.A.), deputy surveyor, Godalming (at sea).

Evans, 2/Lt. H. H., Royal Berks Regt., 24, education dept., Worcestershire.

Heat, F./O. R., clerk's dept., Eastbourne.

Matthews, A. G., R.A.F., treasurer's dept., Woolwich.

Partington, Sgt. C., Durham Light Infantry, 29, treasurer's dept., Blackpool.

Pennells, Sgt. R. H., R.A.F., electricity dept., Hastings.

Renton, Sgt./Obs. D., electricity dept., Leeds.

Roche, Sgt. G. P., R.A.F., surveyor's dept., Oxfordshire.

The Finsbury Case

IN the report of the hearing by the National Arbitration Tribunal of the dispute between Mr. H. A. Davey and Finsbury borough council in the February LOCAL GOVERNMENT SERVICE, we quoted Alderman Riley as saying, in reply to Mr. Gerald Gardiner, counsel, that Councillor Barrett was formerly chairman of the Finsbury public health committee but was so no longer.

Councillor William Barrie, of Finsbury, now informs us that he was chairman of the public health committee for five years up to November, 1943, and is thus the gentleman referred to in the question and answer. There is a Councillor Barrett at Finsbury, but he, we are informed, is a member of "Alderman Riley's party." The name "Barrett" appears in the verbatim note of the proceedings, evidently in error.

PRISONERS OF WAR

Brown, Sgt. R. D., R.A.F., health dept., Chester R.D. Nicholls, Cpt. R., R.A.O.C., treasurer and controller's dept., Cardiff (in Far East).

Struthers, Gnr. J., R.A., collector's dept., Glasgow (in Far East).

REPATRIATED PRISONER

† Mills, Pte. A. L., Gloucestershire Regt., treasurer's dept., Cheshire.

* Previously reported missing. † Previously reported prisoner.

AWARDS TO MEMBERS

D.F.C.

Davies F./O. F. R., R.A.F., treasurer's dept., Manchester—since starting operational duties a year ago, he has been on the sea, once being rescued and once reaching land after 24 hours in a dinghy. In August, 1943, the bomber of which he was navigator was attacked by two enemy fighters and the captain was injured. F/O Davies played an important part in bringing the aircraft to safety.

Philips, W. O. E., R.A.F., public assistance dept., Surrey C.C.—for many successful operations involving high courage, fortitude, and devotion to duty.

Stevens, P. O. S. G., R.A.F., health dept., Croydon.

Stow F./O. L. J., clerk's dept., East Barnet—for many successful operations displaying high courage, skill, and devotion to duty.

Worthington, F./O. J. R., R.A.F., treasurer's dept., Southampton—for distinguished duties on a bombing flight over Italy when, two of the engines having broken down, it was necessary for him to establish and maintain contact with a N. African base at which the plane eventually landed.

D.F.M.

Carling, P. O. A. H., R.A.F., health and cleansing dept., Whiteley Bay—for conspicuous gallantry and devotion to duty on air operations.

D.S.C.

Kidd, Temp.-Sub-Lt. D. J., R.N.V.R., education dept., Croydon—for great courage, resolution, and skill while serving in H.M.S. Wanderer and Wallflower on convoy duty.

B.E.M.

Williams, Sgt. R. C. L., R.A.F., sanitary inspector, North Wiltshire R.D.

MERITORIOUS CERTIFICATE

Bosomworth, Lt. P. A. K., Yorks and Lancs Regt., Harrogate—for gallantry in the Central Mediterranean Force.

Caperton, W. O. J. D., R.A.M.C., 24, accountant's dept., Urmost—for devotion to duty.

Sprake, S./Sgt. R.A.M.C., education dept., Nottingham.

M.B.E.

Gow, Capt. (Temp. Maj.), accounting dept., P.L.A. (also mentioned in despatches).

MENTIONED IN DESPATCHES

Bagnall, S.Q.M.S. G. A., R.A.S.C., clerk's dept., Gillingham—for distinguished services in N. Africa.

Bardin, L./Bdr. R. J., R.A., Wolverton U.D.—in recognition of distinguished services during the operations in Burma and N.E. India.

Batten, Lt. R. A., P.L.A.

—for bravery and devotion to duty while serving in defensively equipped merchant ships.

Bursey, Capt. (Temp. Maj.) F. C., P.L.A.

Cook, Lt. (Act. Maj.) W. G., P.L.A.

Elliott, Cpl. R. H., R.A.F., treasurer's dept., Cheshire.

Hughes, Lt. S. H., P.L.A.

Morgan, Cadet E. H., clerk's dept., Surrey C.C.—on N. African campaign.

Richards, Lt. (Temp. Capt.) A. T. J., P.L.A.

Roblett, S./Cdr. J. E., finance dept., Ruistip-Northwood—for distinguished services in Persia and Iraq.

Sayers, Maj. E. A., P.L.A.

Thomas, Maj. R.E.N., R.A.S.C., sanitary inspector and sampling officer, Bedford C.C.

By Jackass



Camera! Close up—Cut Much Cowslip Filmed.



MAN has a faculty for creating opportunities and a genius for misusing them. With an inspiration beyond praise he makes his miracles, and with a meanness of vision beneath contempt he tosses them aside for fools to play with or for knaves to profit by. Only now is he beginning to realise that the pursuit of knowledge for its own sake, with no clear idea of the intended purpose, is as foolish as an aimless journey, with the same risk of getting lost. We learn to throw our voices in an instant round the world—and Vera Lynn tells listening millions that wishing will make it so. We master flight and the compression of incredible force in small compass—and bounce bombs on one another with the utmost enthusiasm.

Nowhere is this brilliance of achievement and triviality of application more obvious than in the world of cinema. It could give us the fire and passion of great poetry or prose, the grace, colour, and beauty of master artists on a living, speaking canvas, the surging splendour of sound, with visual aid to re-create the composer's initial rapture; instead, it gives us Laurel and Hardy falling down a ladder. It could portray the sad, slow, indomitable march of man towards his destiny; it features Betty Grable's legs. Instead of torturing us with suspense by the spectacle of our civilisation poised on a knife-edge between fulfilment and collapse, it does so by intriguing but ultimately unsatisfactory sequences of Heddy Lamarr unfastening a shoulder-strap. For the world of cinema is ruled by men who bought it and judge our preferences realistically. And, strictly between ourselves, 'how right they are'!

Just as the screen has produced in Chaplin at least one artist, so it inevitably produces its occasional idealist. Even more occasionally, such an unpractical exception finds a Pooh Bah wondering whether there may be sump'n in this uplift racket after all; not a big sump'n like a new star, a new tune, or a new dance rhythm, any of which would justify the outlay of a million smackers, but just a little sump'n worth trying on the cheap. And lo, the educational film is born.

All this was explained to me by Isaac J. Huggenheimer (hereinafter Ike) when demanding immediate audience of the Clerk. To him had been entrusted the task of producing for Social Films Incorporated (a very minor subsidiary of Mammoth Productions Inc.) a film on local government. He was gloomy and bitter about it. "Ike," he said, "is the boy who gets all the flops." Glamour, he confided, "coives"—that was what the G.B.P. desired. Nowhere could a discerning Pooh Bah find a man so glamour-conscious, so "coive" obsessed as Ike, yet "punk on local government" was his allotted task. It was enough to "drive a guy from drink."

I took him to the Clerk and acted as interpreter. Did he want a complete film of Much Cowslip? Nope . . . York, Norwich, Lincoln, Cardiff and other "burgs" had already been visited. He had orders to get

the best, the "middling," and the "woist." The Clerk opened his mouth to ask the obvious question, changed his mind and asked whether his name would appear in the preliminary announcements. Sure, said Ike, for what was one among so many? Also, Ike personally would see that we each received "genuine signed photogravures" of Lupe Velez—super pin-up style. The Clerk told me to give the gentleman every possible assistance.

I took Ike away, or rather I followed while he prowled like a despondent bloodhound round the Council Offices. First to attract his attention was Miss Legge, thumping away on her battered Underwood. "And so," murmured Ike dreamily, "through these slender digits flow the heroisms and heartaches of Much Cowslip." He was evidently thinking in subtitles already, but his mind was not completely on his work. In less time than it takes to tell he had convinced Miss Legge that she resembled Marlene Dietrich and escorted her into the small firewatchers' room for a "screen test." My offer to accompany them was declined lest I should make her feel nervous. Hardly had the door closed, however, when Miss Legge re-emerged with a pink and startled expression and returned to her typing. Ike followed her out with the same soured countenance as before, and confided that she was "too dumb and temp'r'mental" to make a leading lady. We wandered on, Ike breaking silence only to murmur "In this hoary head a city's secrets sleep," as we passed Postlethwaite bending intently over his desk. Actually, he was doing his football pool coupon, but I left Ike's illusions undisturbed.

Just as I had an uneasy feeling that we might develop into a couple of Wandering Jews, roaming silently round and round the offices for centuries, Ike stopped abruptly, said "Urka" in a detached sort of way (I decided later he must have meant "Eureka") and divulged his plan of campaign. He proposed to follow with his camera the fate of half a dozen letters to the Council, chosen at random, to illustrate the type of problems which arose, how efficiently we solved them, and what mighty machinery Mrs. Ratepayer set in motion, when she penned her humble screed.

The first essential was a "shot" of someone posting a letter. We repaired to the only pillar-box and waited. After half an hour, we decided to watch in shifts, the man off duty to take his ease in the "Lamb and Lion." An hour later, we decided that both could keep watch from the bar parlour window. Exactly five minutes later, we saw Farmer Wurzel approaching, envelope in hand.

Determined not to let him post it before we could get there, we rushed out with frantic yells and signals, whereupon Wurzel took to his heels, with us in hot pursuit. Ike finally brought him down with a full-length tackle and I sat on his chest while we explained what we wanted him for. To my indignant question why he ran away, all the old idiot would say was: "Becos ye runned me."

All our effort was wasted, in any case, as Wurzel—now he knew he was under observation—persisted in mincing up to the pillar box in the most extraordinary fashion and posting his letter with the most dramatic flourishes. Finally, Ike shoofed him away, and himself posted the letter with what I considered an altogether exaggerated nonchalance.

We returned to the office, and from the still unopened letters on my desk Ike selected one addressed in a neat feminine handwriting. Knowing quite well who it was from, I flatly declined to open it. He chose another, which proved to be a demand from the Widow Pottle that we should paint her Morrison shelter green "afore it rusts away." Ike wanted to know why an indoor shelter should rust, but when I told him that she kept outdoor hens in it, he saw small scope for screen development there.

His third selection was a Ministry circular urging the use of Basic English in official communications, but as neither of us could understand the circular and Ike was sure that really basic English would not pass the Censor, we gave it up. With the air of one who never doubted clouds would break, Ike tried again. This read: "We thank you for your acknowledgment of our reply to your letter of 14th ult, and note that you will communicate again at the appropriate time if and when necessary." It was from the Rat Development Officer for Pontypridd, and as I could find no previous correspondence proved rather a blind alley.

The fifth letter was a bitter complaint from Mr. Luke Watchit about the condition of the High Street. Ike's spirits rose immediately, until I told him that it was a county road and no concern of ours. With the air of one staking his all on one last throw, he made his final choice.

Opening the envelope with trembling fingers, I drew out a typewritten sheet of ornate note-paper. It was from Social Films Incorporated (subsidiary of Mammoth Productions Inc.) and advised us that Mr. Ike J. Huggenheimer would call upon us. They expressed the hope that we would assist him as much as possible. Ike took this final blow like a man.

"Brother," he said, "I've had it. Alongside this joint them Marxes is just plain stooges. I said I wanted the woist, but oh boy!—what a woist!"

Miss Legge, who caught only the final phrase and was still smarting under Ike's earlier description of her technique, at once flounced into the Clerk to complain that the "film man" was making rude comments about her figure. The Clerk sent for me, and by the time I had explained the difference between waist and worst, Ike had gone.

Nevertheless, we had done something. When you see the film, keep your eye open for the pillar box. The man with the letter is Ike—and the man behind the camera was your humble servant. As for the pin-up picture Ike sent as promised . . . boy, what coives!

AT RANDOM—by "Hyperion"

good laugh is a mighty good thing, and so too scarce a good thing: more's the pity. So if any one man, in his own proper on, afford stuff for a good joke to anybody, 'im not be backward, but let him cheerfully himself to spend and to be spent in that —Herman Melville, in "Moby Dick."

ic Relations

No matter how busy or irritated you are, the woman supervisor to a class of promoter telephone girls, "always be careful to a call-box subscriber to press button B if is entitled to his money back. Never tell to press the B button."

ing Down the Troops

I should like to behold all the faces of demobilised heroes and aces. When they find that the slacks in their new civvy packs are handed out minus the braces. —A. M. L. in "Manchester Guardian."

ught for the Month

ness is as necessary to good work as is vity. The man who can hold hard and to purpose is the man who knows how to go.

hat body is strongest and fittest that can x perfectly between efforts. That mind is st "steel that bends and springs again" can dream and wander at times.

—Dr. Frank Crane.

o is He?

aged listener, after the 9 o'clock news evishly: "I guessed at once who they ant by 'Bloodthirsty Guttersnipe'; but o is this Offensive Sweep the B.B.C. is ays talking about?"

ays Bring £183 to the Benevolent Fund?

183 from toys and handicrafts—such is latest achievement for the Benevolent and phan Fund of the handicrafts group of Kent County Officers' Guild, whose work been previously mentioned here! The s and other articles are all made by mem- s and their wives.

How better acknowledge the great benefits A L G O has secured for its members than a thankoffering gift to the Fund? That the view of Darlington branch which, in dition to raising £250 by dances during the winter (itself a notable achievement) has lected £50 from members in recognition of Association's success in persuading the rporation to adopt the Whitley council mus award. Similar feelings prompted an onymous member of Castleford branch to ad £5 in token of his appreciation of the tion which induced his council to make up e service pay from January 1, 1940.

Tadcaster has sent £5 5s. in memory of o members killed on active service—a cognition of their sacrifice which we are e they would have appreciated.

Other recent donations, mainly as a result dances, draws, raffles, etc. include: Bristol, £38 12s. 2d.; Kingswood £10.4 (Bristol anch), £13 6s. 10d.; Clitheroe, £10; Derbyshire, £1; Doncaster, £16; Leeds, £44 11s. 2d.; Leyton, £7s. 6d.; Lytham St. Annes, £35 2s. 8d.; Keighley, £4s. 1d.; Swinton, £2 2s.; Twickenham, £4 10s. 6d.; of toy dog made by a member; Wembley, £10s.; West Cornwall, £47 10s. 7d. (dance organised St. Ives sub-branch); West Suffolk £15s.

Special donations from branches include: Argyll, £15; Bootle, £50; Hants, £40; Huyton-Roby, £5 5s.; Lancaster, £10 (from war chari- fund); Neston, £1 1s.; Stretford, £30; Wigan, £1; Shrewsbury, £21; and Taunton, £21 2s.

Correction: It was stated last month that rford city branch had sent a donation of 5 from a Christmas draw. This should ve read Oxford county.

Definitions

Teacher: What do you understand by the word "deficit," John?

John: It's what you have got when you haven't as much as you had when you had nothing.

"A sense of humour is what makes you laugh at something which would make you mad if it happened to you."

Pay It With Music

"Pay as You Earn" is the Inland Revenue's retort to "Music While you Work."

—Russell Green.

This Education Menace

Later School-Leaving Age Likely to Limit Supply of New Jockeys.

—Headline in "Evening Standard."

Wanderlust

The old man had lived all his life in one cottage; then he suddenly took it into his head to move next door. His puzzled friends asked why.

"Eh, well," he replied; "Aw reckon it's t' gipsy in me!"

Modest Request

A librarian of Dagenham discovered this curious prayer, written by one of the earliest purchasers of land in the district:

"O Lord, Thou knowest I have mine estates in the City of London and that I have likewise lately purchased an estate in fee-simple in the County of Essex. I beseech Thee to preserve the two Counties of Middlesex and Essex from fire and earthquake; and as I have a mortgage in Herefordshire I beg Thee to have an eye of compassion upon that County. For the rest of the Counties, Thou mayest deal with them as Thou art pleased."

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Gains EIGHT Inches.

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AGE	GAINS	IN
19	3	ins. 16 days!
20	5	ins. 6 weeks!
21	5	ins. 5 months!
27	1½	ins. 4 weeks!
34	3	ins. 6 months!
40	1½	ins. 6 weeks!
16	passed 6ft. mark!	
18	passed 6ft. 2in. mark!	

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"NALGO AT THE CROSSROADS" N.E.C. Should Follow Majority

THE letter headed "NALGO at the Crossroads" in the March Journal deals with a principle likely to be debated at Conference.

My opinion is that the N.E.C. is under a duty to follow the lines of expressed majority views (legal quibbles notwithstanding) and not strike out in another direction which pleases it, even if it may think it for the benefit of the Association as a whole.

We shall soon see whether the accepted principle of "Equal pay for equal work" is faithfully followed in the new draft scales of salaries.

If a head seeks to sever itself from the body—the body ought to grow a new head.

At the ballot I voted against affiliation, but I am sorry that, through extreme pressure of other duties, I was unable to be present at the January meeting to vote against the proposal, which means simply that the N.E.C. has decided to oppose majority wishes if it does not like them.

Town Clerk's Office, R. J. RODDIS
Penryn, Cornwall. (Member of N.E.C.)

Council's Vote on Affiliation

SO we are not to be told the result of the N.E.C. poll on T.U.C. affiliation? By a majority vote of 25 against 24, the N.E.C. decided that members ought not to know which of their representatives they have to thank for saving them from the evils of open trade unionism. Or can it be that these 25 are a little apprehensive lest the membership feel that they do not truly represent them at all?

R. W. CORNWALL.

106, College Road, Maidstone.

THE FINSBURY CASE Further Safeguards Needed

I READ with interest in the February Journal as, no doubt, did many other members, of the re-instatement of Mr. H. A. Davey as deputy town clerk of Finsbury. A few days later I read that Sir Herbert Williams, M.P., had asked the Minister of Health whether, in view of disclosures made before the National Arbitration Tribunal, the Minister was prepared to cause an inquiry to be made into the administration of the Borough of Finsbury. Mr. Willink replied that the statements made did not appear to afford ground on which he was empowered to direct an inquiry.

It is apparent that, were it not for conditions prevailing at Finsbury, Mr. Davey, having served the council satisfactorily for so many months as acting town clerk would, in all probability, have now been town clerk. He was deprived, however, of his rightful chance because he would not "fall in" with the wishes of a councillor. Mr. Davey has, in the performance of his duty, despite all threats, sacrificed his opportunity of achieving the post. It makes one wonder whether other local government officers are often faced with such decisions.

If such conditions are to continue in local government, what defence have we against that large majority of the public who even before this disclosure had little or no good to say for their local authority? There being no elections for the time being, the ratepayers are helpless to remedy the position at Finsbury, and the Government states that it is powerless.

So that this state of affairs continues unchecked, and Alderman Riley can continue to build up his majority by co-opting people of his own choice to the council. It is surely time that steps were taken to prevent this. Needless to say, the local electorate will know where not to place their votes at the post-war elections, but till then have we apparently to be content with a mere disclosure of facts before a tribunal

or a surcharge by the district auditor? Is there no more effective course that can be taken?

"STRONG FEELINGS."

The Minister's refusal of an inquiry was not so final as this letter suggests, since he added: "An extraordinary audit of the council's accounts is now in progress and statements have

READERS' FORUM

Owing to heavy pressure on space, many letters have been held over this month. Letters for the May journal must reach the editor, 27, Abingdon Street, London, S.W.1, by April 17.

been made publicly before the auditor which appear to cover some of the ground to which my hon. Friend refers. When the auditor's decision is given there is a statutory right of appeal either to me or to the High Court, and I should wish to await the outcome of any such proceedings and the consideration by the council of the statutory report which the auditor is required to make before coming to a decision on my hon. Friend's suggestion." On March 8, the auditor announced that he proposed to surcharge Ald. Harold Riley and Mr. Arnold James, the former town clerk, "something over £1,000." Ald. Riley has since stated that he intends to appeal to the High Court.

"DON'T SPURN TEMPORARIES"— A Mischievous Title?

NEVER in many years' diligent reading of LOCAL GOVERNMENT SERVICE have I met with such a mischievous and unfortunate title as that given to the article by "Onlooker" in the March journal: "Don't Spurn the Temporaries—Educate Them." The fact that the article itself was not so objectionable and was, indeed, good in parts, in no way lessens the harmful effect of the tactless headline.

The silly barriers between permanents and temporaries have been largely broken down—at least in the best branches—and now you have stirred up the fire that was nearly out.

As the secretary of a branch in which the old and foolish misunderstandings had, by dint of honest endeavour, been swept aside, I strongly resent this untimely outburst. A more useful article would be "Don't Fear the Temporaries—be Educated by Them"—but this is beyond the scope of this letter. I do feel that it is necessary to let all our temporary colleagues know that the majority of permanents do not regard them as stupid dullards nor themselves as professorial demagogues.

Croydon. LESLIE J. A. MOIR.

In fairness to "Onlooker," we should point out that the headline of which Mr. Moir complains was ours, not hers. We felt, and still feel, that it fairly (if pungently—as a title should) expressed the ideas set out in the article.

WOMEN BORED WITH NALGO? A "Traitorous" Article

I MUST comment on the article by Hazel Shepherd in the March journal, lest her traitorous discourse be taken as illustrating the attitude of NALGO women in general.

Surely the present, when equal recognition is being urged, is no time for such derogatory self-effacement as is propounded by this strange champion of our cause. Before the war, I might have conceded some of the moral cowardice attributed to women, but surely the idea that any position occupied by a woman is merely a means of passing time until the first eligible male comes along to rescue her from the horrors of a career can now be dismissed as outdated and unfair. Is there a thinking woman in NALGO who is not only too keenly aware that, after this war, "escape" from the service via marriage will be limited, in view of the number of men who will not return?

More ridiculous still is Mrs. Shepherd's contention that "women are reluctant to insist on their rights for fear of lessening what they believe to be their charm." If this is an

example of the outlook of women anywhere, that their chances of establishing themselves as a positive element of the local government service are nil, they had better apply for admission to the nearest harem!

On the score of women's alleged inability to work as well as men, how many offices today are being conducted efficiently by women, staffs considerably smaller than the pre-war male staffs? As for criticism of women's work, has not it always been the privilege of the many to criticise the efforts of the few? Were women in the majority, no doubt there would be no less occasion for criticism.

As for the fostering of trade union consciousness in women—when the men (and Mr. Shepherd) begin to realise that the heads so elegantly coiffured contain more than dreams of a future comprised wholly of "roses round the door, babies on the floor," etc., the sooner will women feel called upon to take an active part in moulding the service of the future. Town clerk's department, (MISS) G. LORD Haslingden, Lancs.

ARE WE NARROW-MINDED? Army Critic "Appalled"

IN the days of peace, I was appalled by the narrow-minded chatter which persistently cluttered both Association meetings and the journal.

In present circumstances, I am more than appalled. I have grave doubts as to the survival of those ideals which I—and I am sure many others—hold for our peace time occupation. Briefly they are:

1. Service—the very best in spite of political and/or vested interest opposition.
2. Improvement of social welfare and living conditions of the community.

Maybe some will call me a fool for these ideals. In that case they will disagree entirely with the following comments. I have just read the November journal, and I found:

1. A junior shouting the odds about what it has to do and what others in the office do not do! Service?
2. Another chap asking for the title of "chief" instead of "assistant" plus—naturally—an honorarium to go with the new title. Will the community receive better service for granting him the rise in "status"? Not if he is now doing his job to the best of his ability.
3. Several people tripping over themselves to affiliate us to a political organisation. What is to become of our political immunity? If the rank and file wish to advance themselves, why put a ball and chain of political bias round their necks?
4. C. Grinton Berry, in support of Frank Lines, advocating nationalisation of the service. This is constructive. Who knows, nationalised local government might even attain as high a standard of efficiency and service as that given by, for instance, the post office.

Finally, there is the unconscious humorist, F. E. S., who glibly suggests that "our members in the Forces are at least settled." Try it, my friend! I have yet to meet a member of H.M. Forces who stood the faintest of chances of being in the least settled at any place, on any job or at any time.

India. "ARMY MEMBER."

"EDUCATING OUR MASTERS" Eton R.D.C. Unjustly Maligned

THE editorial comment in your March issue under the above heading commends the Hawarden and district branch for educating the members of that rural district council by means of lectures by the chief officers upon various aspects of local government work: as a former clerk of that authority, may I subscribe to the tribute which you rightly pay to the local branch. I would not, of course, presume to suggest that its (or, in fact, any) councillors need educating, but

(Continued on page 76)

**ASK AT YOUR
CO-OPERATIVE
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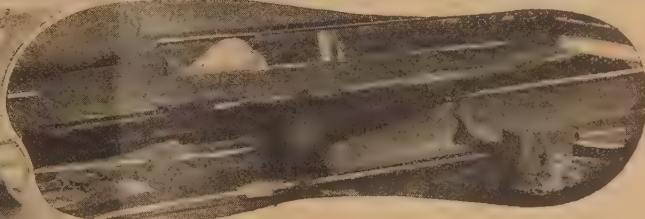
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At first glance it looks the result of an air raid or earthquake, but look more closely and you will see where the saboteur RUST has been at work. And this is just one of his efforts to undermine our war efforts — and peace efforts.

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(Continued from page 74.)

nevertheless, I join with your readers in the hope that the "Seed so sown will fall on good ground and bare fruit an hundredfold."

To appraise the fact that the "Hawarden council is a progressive body" (with this statement I most fully agree), you state that it is "in encouraging contrast with the Eton rural district council," which, by implication, you stigmatise as being retrogressive, apparently because of a report that it has "refused to allow Eton boys studying civics to attend its meetings."

Really, Mr. Editor (as the present Clerk of the Eton rural district council and therefore having some knowledge of what it does), whilst I believe in the freedom of the Press, and although I am reluctant to write to an editor who seems to exercise journalistic licence with complete abandon and hesitate to "de-bunk" the pretty little story that you tell in your columns, yet truth (does not Byron tell us that this is stranger than fiction) compels me to refute your statement—the Eton rural district council has *not* received any application of the kind to which you refer, nor can it therefore have refused it.

I am not here concerned with the policy of the Eton rural district council (or any distortion of it), but your somewhat sweeping assertion is no compliment to those members of the Association who comprise the officers and staff of the rural district council (on whose behalf this letter is written), who, knowing e.g. that their council pays salaries at least as good as the Whitley scales, and pays full war bonus, etc., take the view that your condemnation of the authority which they serve is based upon "facts" which any elementary attempt to verify would have shown to be false.

May I therefore beg you to put our reputation right in the eyes of your wide circle of readers, namely the local government service in general, and that you will, in the words of Shakespeare (or is it Bacon) "while you live, tell truth and shame the Devil."

Floreat Etona!

Yours in sorrow,

Eton R.D.C., G. L. BRIDGER.

Striving as we do, with Shakespeare (or was it Bacon?) "to unmask falsehood and bring truth to light," we are happy to publish this graceful dementi and hasten to apologise to Mr. Bridger, his colleagues, and his council for the stigma so undeservedly placed upon them on the basis of a newspaper report.

EARLIER RETIREMENT

Not Ruled out by Births Decline

I AGREE with "Pessimist" that your note to "Surreyite's" letter in the February journal (suggesting that a falling birthrate may call for work to 75 rather than retirement at 55) is senseless. What a prospect for the future—school until 16—work until 75!

In my opinion, if everyone is put to useful work after the war, it will not be necessary for anyone to work beyond the age of 60.

All officers should be allowed to retire voluntarily at 60, to give the younger men a chance of promotion.

"PROMOTION."

South-Western and Southern District Committees

MEMBERSHIP increases—of 500 and 276 respectively—were reported at recent meetings of the South-Western and Southern district committees. Highlight of the former was the big improvement in salaries; Cornwall, Dorset, Devon, and Wiltshire counties have all improved their scales lately. Unable to decide on the composition of the staff side of the re-constituted South-Western provincial council, the committee deferred consideration.

The Southern district elected the staff side of its provincial council, which is drawing up a model scheme of service conditions.

THE visit of the President of NALGO, Mr. C. A. W. Roberts, to Scotland this month (too late, unfortunately, for report in these notes), may well help to launch a vigorous public relations policy north of the Border.

Coinciding with his visit, the President's timely warning of the danger of Whitehall encroachments upon local government has been circulated throughout the country.

Copies of his letter to "The Times" have been sent to all clerks of counties, cities, and large burghs. In addition, the divisional secretary has written to the Lord Provost of each of the four cities stressing the warning and the need for machinery to secure a complete partnership between councils, officers, and the public. An appeal is also being made to the local authority associations for the formation of a National Public Relations Council for Scotland. Already one of the corporations has applied for 30 copies of the President's letter and it is hoped that there will be support from other large authorities.

Nurses' Coupons Protest.

Glasgow branch has organised a petition to the Board of Trade against the regulations requiring nurses to surrender clothing coupons for uniforms supplied to them, and nearly 1,200 nurses have signed the petition. The nurses' sub-committee in Glasgow, after considering a report on conditions of service, is to make

recommendations aimed at uniform conditions in all Glasgow hospitals.

Membership Still Rising

Fife branch records an addition of 60 members during the last two months—an increase of about 16 per cent.

Hamilton has increased its membership by 60 per cent since the branch was formed last November.

Dumfries has doubled its membership since December. Quarterly branch meetings are to be held and a public relations policy is to be developed.

Service Conditions

Stirling C.C. has agreed to amend its war service pay scheme and has adopted the J.I.C. award plus that part of its own scheme which provided better payments. It also continues to pay equal bonus to men and women without "ceiling."

Arbroath S.B. has agreed to adopt the J.I.C. salary scales and the bonus award.

Renfrew C.C. is to consider the adoption of a grading scheme.

The February JOURNAL mentioned that negotiations had taken place between NALGO and the North British Gas Managers' Association. This should have read "The Western District Commercial Section of that Association."

PENSIONABLE OFFICERS WHO 'CARRY ON'

How to Provide for a Widow

NALGO is asked from time to time to advise members who become entitled to retire on superannuation and who during the war are willing to continue in the service of the local authority. Often the member wishes to surrender part of his superannuation allowance to provide a pension for his wife if she survives him.

The Surrender of Superannuation Allowance Rules made under Section 9 of the Local Government Superannuation Act, 1937, provide that the officer may notify his desire to make a surrender not less than one month nor more than two months before the date of ceasing to be employed. If, therefore, the officer having attained the age of 60 and completed forty years' service does not retire or, if, having attained the age of 65, his service with the local authority is extended with his consent, he cannot make any surrender to provide a pension for his widow until just before his actual retirement. If in the meantime he should die or he should cease to be in good health, regard being had to his age, the widow will not receive the pension.

An officer who is in a position to retire on superannuation and who desires to surrender part of his superannuation allowance to provide a pension for his widow is advised to retire and have his superannuation allowance fixed. He can then make the necessary surrender and the authority can re-employ him temporarily.

If he was a designated employee under the Local Government and other Officers' Superannuation Act, 1922, and became a contributory employee under the Local Government Superannuation Act, 1937, without any disqualifying break of service (twelve months or more) he is entitled to receive his superannuation allowance in full on being re-employed; such an officer is therefore in a position to agree with the authority upon the terms on which he will be re-employed.

An officer who first became superannuable when the Superannuation Act of 1937 came into operation is, on re-employment, entitled to receive so much of his superannuation allowance as with the salary for the new

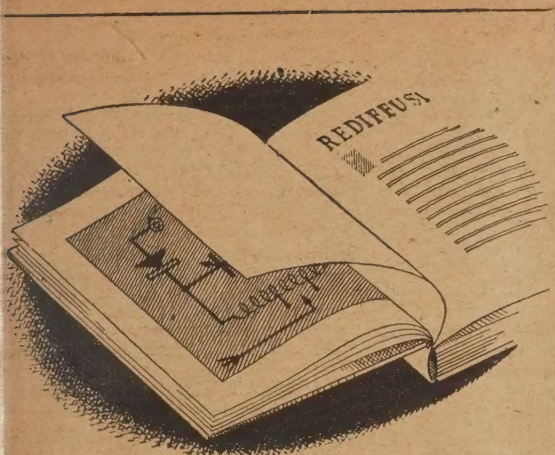
employment is equal to the average remuneration by reference to which the superannuation allowance was calculated.

Answers in Parliament

THE following recent answers in Parliament will be of interest to members:

Transferred Clerical Workers.—Persons transferred to temporary clerical employment in Government establishments are now eligible for cheap travel warrants to visit their homes. (Mr. Bevin, February 17.)

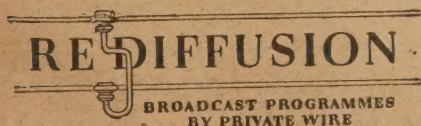
Electoral Registers (Compilers).—Section 13 (3) of the Parliament (Elections and Meetings) Act provides that an electoral registration officer may delegate to a town clerk or clerk to a district council, in their capacity as "proper officers," electoral registration functions analogous to those which, under the Representation of the People Act, 1918, could have been delegated to a person designated by the local authority. The same section provides that the council concerned shall supply the proper officer with such staff as he may require for the discharge of his duties under the Act. It will be open, therefore, to local authorities to provide proper officers with the services of persons who were previously designated officers in the work of sorting and arranging electoral material, and subsequently compiling electors' lists. Alternatively, it would be possible for an electoral registration officer or a proper officer to make independent arrangements with such persons if they were willing to act. I have drawn the attention of those concerned to the advantages of employing persons with this specialised knowledge. The superannuation position of persons who were previous designated officers is safeguarded by Section 2 of the Local Elections and Register of Electors (Temporary Provisions) Act, 1943, which in effect gives an option to such a person either to continue to pay superannuation contributions in respect of remuneration which they had received in the last standard year prior to the suspension of electoral registration in 1939, or on the amount of remuneration received in any year under the 1943 Act, if this is greater than the amount received in the standard year. (Mr. H. Morrison, February 15.)



Opening of Chapter iii

25 years ago we touched with reverent fingers those curious boxes bristling with valves, coils and crystals, studded with dials and switches, linked up with dry cells and wet cells. Twice daily they would produce (if we were lucky) the magical voice of Savoy Hill in the headphones, "hello, everybody this is 2 L.O. . . ."

That was wireless in the George Stevenson stage: "brutal but it worked." Then science began to simplify and streamline. Valves went out of sight; coils disappeared from view; batteries no longer cumbered the carpet; headphones became a museum piece. Tuning reduced itself to the niceties of three knobs . . . two knobs . . . one knob. Reception had civilised itself. There was still a next step. The same programme still didn't necessarily sound the same way in two different towns—or even in two neighbouring houses. It was still at the mercy of local conditions and individual apparatus. It might be pretty good or terribly bad. Wired broadcasting opens Chapter iii. Rediffusion replaces aerial and receiver by direct line reception and a switch in the wall—just like the light switch. News and entertainment of unvarying quality can be laid on at will to any subscribing home in the area—just like the telephone service. Good reception is standardised as well as good transmission.



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"So, that's your secret!" I exclaimed. "I wondered why buying clothes never seems to bother you, as it does me. Is this K.B place any good for Joyce too?"

"Certainly! My wife's bought most of her clothes there for years."

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METROPOLITAN

Croydon C.B. has adopted the South Metropolitan district council salary scales from April 1. After long negotiations, a local joint-committee has been set up at **Edmonton**.

NORTH WESTERN AND NORTH WALES

At the first meeting of the newly constituted staff joint committee at **Liverpool** on February 22, a staff side request for a complete return of the staff covered by the joint committee was accepted and the corporation representatives undertook to consider and consult the appropriate committees on staff side requests for the resumption of annual leave, augmentation of certain superannuation allowances, consideration of promotions and reinstatement of officers in H.M. Forces, and a scheme on recruitment and training. The atmosphere was cordial and the staff side came away with the feeling that it had now the appropriate vehicle for the conveyance of staff views on service conditions.

Caernarvon B.C., after having been informed that a dispute had been declared by the Association over its refusal to pay the fourth bonus award, tried through the conciliation officer of the Ministry of Labour to settle by adopting the award from April 1. NALGO rejected this suggestion and the council, rather than defend the case before the Tribunal, has now agreed to pay the bonus from July 1, 1943.

"**Northern Group**" Committee—Meeting in Lancaster on March 4 with officers of the district committee and the divisional officer, representatives of branches in the northern end of the district decided, on the suggestion of the Barrow branch, to appoint a committee, secretary, and chairman and to arrange a number of meetings each year to discuss membership and arrange propaganda meetings. This grouping of branches, it was felt, would lessen the isolation of the northern branches.

Burnley C.B., the last county borough in Lancashire to remain outside Whitleyism, has decided to become a constituent member of the Lancashire and Cheshire provincial council and to apply the provincial council's grading scheme and salary scales forthwith.

Manchester C.B., on the application of the staff side of the joint staffs committee, has agreed to the resumption of normal leave this year.

NORTH EASTERN

Middlesbrough C.B. has granted an application from the divisional officer for the regrading of five officers. Negotiations are proceeding for the regrading of a further 68 officers.

Loftus U.D. and **Skelton and Brotton U.D.** have become constituent members of the provincial council.

Jarrow B. has agreed to an application from the divisional officer for the transfer of five women-officers to grade C—£145-175 and for the transfer of the rating and valuation officer to grade E at £420 p.a.

YORKSHIRE

West Riding C.C., **Morley B.**, and **Bridlington, Nidderdale, Settle, Startforth, and Wetherby R.D.s** have become constituent members of the provincial council.

Pudsey B. has adopted grade A of the Yorkshire provincial council salary scales.

West Riding C.C. has agreed to the principle of 60ths instead of 120ths for all non-contributory service.

SOUTH EASTERN

The recently opened district office at Star House, Pudding Lane, Maidstone, is now on the 'phone—**Maidstone 4428**.

New branches have been formed for the staffs of **Hythe B.** and **Rye B.**

Canterbury C.B., **Horsham U.D.**, and **Guildford, Midhurst, Petworth, and Sheppey R.D.s** have become constituent members of the provincial council.

After a reference to the provincial council, **Sevenoaks U.D.** has adopted the national bonus award in lieu of its local scheme, with a "better conditions" provision. **Horsham U.D.**, **Guildford R.D.**, and **Southwick U.D.** have adopted the national award, the latter for permanent staff only.

Local joint committees have been formed at **Canterbury B.** and **Gravesend B.** The latter allows the district officer to attend and take part in meetings of the joint committee, but not to vote.

Kent C.C., **Kent Rivers Catchment Board**, and **Maidstone**, branches, with the **Maidstone, Malling and Hollingbourne** joint branch have formed a joint committee for mutual assistance, pooling of ideas, and discussion of matters of common interest.

Canterbury C.B., **Southwick and Shoreham U.D.**, and **Guildford R.D.** have adopted the provincial council salary scales.

Horsham U.D. has accepted a decision of the provincial council's disputes committee to supplement war service pay on the basis of the Bolton agreement.

Kent County Officers' Guild, in conjunction with the district officer, is planning a comprehensive scheme for the recruitment of nurses and other potential members in the county hospitals and outlying departments.

SOUTHERN

Abingdon, Eton, New Forest, and Windsor R.D.s have become constituent members of the South Midland provincial council.

SOUTH WESTERN

Dorset C.C. has adopted revised salary scales and regraded the staff:

General, Clerical and Administrative
Gde. I: £80 (at 16) + 15—£170 (at 22); Gde. II: £185 (at 23) + 15—£260 (at 28); Gde. III: £270 + 15—£345; Gde. IV: £365 + 15—£425; Gde. V: £440 + 20—£500.

Promotion to Gde. II subject to satisfactory report.
Professional and Technical
Gde. A: £270 + 15—£360; Gde. B: £380 + 15—£425; Gde. C: £440 + 20—£500; Gde. D: £520 + 20—£580; Gde. E: £600 + 25—£700.

Note.—These scales are applicable to male and female members of the permanent staff.

Cornwall C.C., **Sherborne U.D.**, and **Bridgwater, Caine, and Chippenham, East Dean, and Tiverton R.D.s** have become constituent members of the South Western provincial council.

The appeals committee of the provincial council has decided in favour of the Association in an appeal against the grade allotted by **Penzance B.** to its housing manager. At the request of the district officer, **Penzance B.** has regraded the chief clerk, surveyor's department.

Cost of Living Unchanged

The Ministry of Labour's cost of living index stood unchanged last month at 200, representing an increase of 29 per cent since the outbreak of war.

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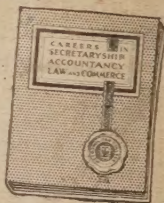
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